

PROCEEDINGS
OF THE
25th CONVENTION
AND
COPE Endorsement Conference



September 29, 30 and October 1, 1982

PARK PLAZA HOTEL

Boston, Massachusetts

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MASSACHUSETTS AFL-CIO COUNCIL

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PROCEEDINGS

OF THE

25th Annual Convention

MASSACHUSETTS AFL-CIO COUNCIL

PARK PLAZA HOTEL

BOSTON, MASSACHUSETTS

SEPTEMBER 29, 30, AND OCTOBER 1, 1982



MORNING SESSION

(The 25th Annual Convention of the Massachusetts AFL-CIO convened in the Ballroom Park Plaza Hotel, Boston, Massachusetts, on Wednesday, September 29, 1982, commencing at 10:40 a.m.)

BROTHER VALENTINE P. MURPHY: Ladies and gentlemen, Delegates, the 25th Convention of the Massachusetts State Labor Council AFL-CIO is herewith officially called to order this Wednesday, September 29, 1982.

As is usual, to open up our convention, we will have the National Anthem sung. We seem to surpass ourselves year after year with the talent that we are able to have before you, and this year is no exception. We have today, Renee Rancourt who is the famous voice of the Bruins Hockey Team. He is heard over Channel 38, TV Channel 38. Not only is he famous for this, but he does his duty as a Union official in the Musicians Local Union 9-535.

Ladies and gentlemen, the National Anthem by Rene Rancourt.

(National Anthem as sung by Rene Rancourt.)

BROTHER MURPHY: Ladies and gentlemen, it's my privilege to introduce to you Father Ed Boyle, Society of Jesus, covering for Father Mortimer Gavin who, I understand, will make a brief report on our dear friend. Father Ed himself is a brilliant student of labor. He's energetic. He always is willing to help us at the AFL-CIO.

For this morning's invocation, Father Ed.

FATHER EDWARD BOYLE: I don't know for how many years, but, certainly before I joined, Father Gavin has been opening these sessions. I just want to make a progress report on him. Perhaps, you may have heard, Father Gavin suffered a minor stroke in early May. He made good progress this summer. He is now back in the infirmary after a minor operation. We are hoping that he will be back in our office before the end of October to resume his work there. So I ask God to give His blessing for your inspiration and prayers.

Let us now bow our heads. As we open this 25th Annual AFL-CIO Convention, we call upon you, who

are the Lord, the Creator and Sustainer, before whom all history is imposed with your blessing.

Once again, we find ourselves in an election year. We understand that it is fitting and, indeed, necessary that we in our various positions within the Trade Union movement actively participate in the political process, so that worker concerns and rights are incorporated in public policy at both the state and national level.

Grant us then, oh Lord, wisdom in discerning among those candidates and their policies in competing for our influence and vote those that would promote unionism. Your wisdom, too, we ask on all the deliberations and decisions which we undertake at this convention and encourage in us a sense of community, so that all our decisions will also advance the common good.

To the decision for our own organization, we add those for ourselves as individuals in our own personal concerns and worries as well as in our own professional and private lives.

We are all imperfect men and women, so we ask that you strengthen us with your spirit, so that we might be men and women of integrity, of honesty and courage, so that our stewardship may truly be a blessing for all men and women who are with us in this Union movement.

These are then our thoughts which we lift up to you, oh Lord, to let you know as we gather here as sons and daughters of yours. Amen.

BROTHER MURPHY: It is my pleasure, ladies and gentlemen, as President of the Greater Boston Labor Council to greet you on behalf of all our Officers, Executive Board and Delegates. If there is any way and any manner by which we can be of aid to you while you are in Boston, please, permit us to be your host for your stay. It is our sincere hope that this convention may add to the string of successes recently that we have had this month.

On Labor Day we had a great success of the breakfast. We had many congressional and State and local politicians. We had the leaders, labor leaders, of our building and construction trades, leaders of our

Councils and our Locals. We appreciate the fact that everybody supported it so well and hope that will set the tone for some of your deliberations and for your decisions that you will make.

Now our other success, of course, in this month was the brainchild of Russ Campbell who finally found his day, and his idea came into fruition by the Solidarity parade. Believe me, I had an opportunity to witness that. You're all to be extremely well congratulated. The officers and the staff at the Mass. AFL-CIO are extremely proud. The mere fact that the news media came is a testimonial to the fact that it was one of the most outstanding happenings of our decade. Believe me, it was. It stretched for miles, and it was one of the proudest things that I have witnessed in many years. That coupled with yesterday's opening of your Union Label and Service Trades Department Convention which usually precedes the regular convention here which is under the new leadership of Eddie O'Neil and John Mara who is the new National Secretary-Treasurer of the Union Label and Service Trades Department. By the way, he is a native of Massachusetts.

With these new officers going in new directions, really what it comes down to is the old story of hard work. You might have to do that old story here. There has been a lot of hard work that has gone into your resolutions, and whether you agree or disagree, let me say to you, don't be afraid to disagree, but, if you do, get reconciled. Once you have had your arguments and you have made your point, then get reconciled back to the majority decision.

Now to lead you in a very difficult role as President and Chairman, it's going to be my pleasure to introduce to you — May I say, it's a great honor and privilege to be in this position to introduce this person. I believe he is a very eminent and innovative man. He has new ideas. He does have new approaches, coupled with his Executive Board who are willing to express their ideas. On the Executive Committee is George Carpenter as your new Secretary-Treasurer, and you have two able Vice Presidents, Executive Vice Presidents, Russ Campbell and Joe Lydon. But he is the President, he has a tough job. He needs your support. He needs your understanding.

It's my privilege and pleasure, ladies and gentlemen, to take this gavel, which he tells me the story that the carpenters fashioned for him on a plaque — I must say the carpenters did a great job — it is my pleasure, my privilege to pass to the Permanent Chairman, your President, your good man, Arthur Osborn. (Applause).

BROTHER ARTHUR R. OSBORN: Thank you very much, President Valentine Murphy.

Welcome to you, brothers and sisters, trade unionists and guests of labor. We welcome you to the 25th Convention of the Massachusetts AFL-CIO Silver Convention. There should be something special about it, and there will be.

Although it's not an election year, there will be serious issues brought before you that I as Chairman and as your President feel will retain the future of our Massachusetts labor movement, the good or the bad, the success or the failure. I ask for your indulgence and your serious consideration of what is brought before you. I ask you not to prejudge, but to listen. The committees are working hard. They deserve to be heard. We are in tough times. I call upon you for your cooperation.

As usual, I have to lead off a few announcements, a few instructions. First off, I plead with you to cooperate with the Master-At-Arms by wearing your badge. If you're not wearing your badge, he will have to go through the problem by stopping you every time

you have to go in and out. So, please, wear this badge of labor and wear it proudly.

I have been asked by the Hotel and the Restaurant Workers to call to your attention that Legal Seafood is not Union. I know it's very inconvenient, but it is non-Union, and they're in a struggle to try and bring it around. So we ask you not to patronize Legal Seafood.

There have been a few mistakes by the printer, unfortunately. We get the agendas and the resolutions books and report books at the last minute. There was a few glaring errors.

Mary Ann Scibelli's name was spelled wrong. The Secretary-Treasurer's report was left out. There is a supplement. The Accountant's name, they used the old Accountant's name.

We have a caucus for the Vice Presidents scheduled for tomorrow morning at 8:30, Room 412. Please, be in attendance.

Our Parliamentarian is once again our esteemed attorney, Bob Manning.

The Constitution Committee will meet today in Room 412 at 10:30.

I would just like to bring to your attention, as Val Murphy said, there are new officers and new programs from Union Label. I think in the coming year you will see a visible Union Label program coming out of the Mass. AFL-CIO and the Union Label officers that are going to be leading the majority around the State. It's a very important arm of the Union movement. I think it's going to be utilized to a greater degree in the future. I wish the new officers, especially John Mara, the new Secretary-Treasurer, and Eddie O'Neil, the President, our best wishes, and I pledge to them all the cooperation we can give them to help them do their duties.

We have also an announcement. I have a letter here from U.S. Senator Paul E. Tsongas who was scheduled to speak this morning. He will not be able to be here for good reason. The National AFL-CIO was contacting him personally, Eddie Taylor, a person from the legislative branch, and asked him to be aboard because our dear friend, Jesse Helms from North Carolina, is at it again. I would like to read his letter to you.

"Dear Friends, I was pleased to accept your invitation to address you this morning and fully intended to be with you to speak; however, the Senate may be voting this morning on legislation that is critically important to the American labor movement. The New Right, Jesse Helms, are at it again, trying to restrict the funds we contribute to your Union. The national leaders have indicated that every vote is important to defeat this latest onslaught and asked me last night to remain in Washington to vote."

"Copies of my speech are available from members of my staff. I hope you will get to know them and let me know of your concerns. Once again, I'm sorry I can't join you, but I'm sure you will agree my vote on your behalf is important. Sincerely, Paul Tsongas."

So the fact that Senator Paul Tsongas is down there, he's on our side, and we are hopeful by tomorrow or the next day we will successfully report to you that labor has prevailed on this new onslaught by Mr. Helms.

SENATOR PAUL E. TSONGAS (absent): These are tough times in America. On Labor Day this month, the 100th anniversary of the nation's tribute to its working men and women, unemployment stood at a disgraceful 9.8 percent. Next month the rate may reach double digits for the first time since World War II, meaning that more than 11 million Americans will be out of work.

The victims are disproportionately blue-collar workers. Among them are auto workers in Detroit, steel workers in Pennsylvania and construction workers in Massachusetts. Workers in virtually every industry have been hard hit.

Every day brings news of another grim economic reality. Hard times have produced a new generation of American wanderer: jobless workers crisscrossing the nation futilely in search of work. Right now the number of United States citizens living below the poverty line is the highest in 15 years. The persistence of sky-high interest rates is dashing the hopes of millions of Americans to own their own home or send their children to college. Federal budget deficits are soaring at record-high levels — an estimated \$155 million next year alone.

Why is the economy on the skids?

The economists will tell you the reasons are various; no single factor is entirely responsible. They remind me of the story about Harry Truman. He would ask his economists for advice. They would reply, "Well, Mr. President, on the one hand you could do this. On the other hand you could do that." He finally got so mad he said, "All right, dammit, bring me a one-armed economist."

There is no denying that we Democrats are responsible for part of the nation's difficulties. We should recognize that. We have not always been sensitive enough to the importance of reinvestment, productivity and quality in the products we manufacture. But, as bad as the Democrats have been on the economy, Reaganomics has been even worse. Talking about the Administration's foreign policy the other day, Ed Muskie asked, "If we are not going to hell, then where the hell are we going?" Muskie could have been talking just as well about the current economic policy. It combines larger budgets with tax cuts, producing huge deficits. The result is a mess, and it is showing little sign of getting better.

There is a bright side to the picture, however. Reaganomics has proven to be one of the best salesmen the Democratic Party has ever had. Many of those who strayed from the party have taken a hard look at Reaganomics and come hurrying back. This is especially true of organized labor.

Public opinion polls show that union members are returning home to the Democratic Party. In 1980 only 47 percent of union members voted for the Democratic presidential ticket. Recent polls have found that at least 62 percent of the labor vote is likely to go to Democratic congressional candidates this fall.

Furthermore, union endorsements have been falling more consistently in the Democratic column. And organized labor, more than ever, has been putting its money where its mouth is. Last year the AFL-CIO began funnelling more dollars through the Democratic National Committee. The new financial pipeline into Democratic headquarters is strengthening the bonds between labor and the party.

The heightened partisanship is evident, too, in the AFL-CIO plan to vote in December, 1983 on endorsing a Democratic presidential candidate. By taking such an early and intense interest in the selection of the Democratic nominee, the AFL-CIO is showing emphatically behind which party's banner it stands.

Clearly, labor is coming home to the Democratic Party — and not a moment too soon. Many Democratic candidates now find the odds stacked against them because of money.

Money has become the nuclear weaponry of American elections. The cost of running a closely contested congressional campaign can consume millions of dollars. To wage a respectable campaign demands heavy investment in television and radio advertising. A

well-heeled candidate has the obvious edge.

Republicans in this country, and especially right-wing Republicans, have developed campaign fund-raising into a fine-tuned, high-technology science. The main tools are computers and direct-mail appeals. They are often coordinated by political action committees, PAC's. A particularly important new source of Republican funds are the corporate and trade association PAC's, which are expected to collect more than \$65 million for this year's elections.

Dollars are flowing into Republican coffers as never before. The Republican National Committee is sinking \$146 million into this year's congressional campaigns, while the Democratic National Committee lags far behind with only \$19 million to spend. A number of conservative PAC's have raised millions of additional dollars that will bankroll GOP candidates this year. For example, Senator Jesse Helms' National Congressional Club has \$8 million to spread among right-wing candidates for Congress. Another PAC, the National Conservative Political Action Committee, has more than \$7 million for the same purpose. A third, Fund for a Conservative Majority, has \$2 Million.

Happily, organized labor is rising to the challenge. Like the conservative fund-raisers, labor is modernizing its campaign apparatus. The AFL-CIO, for example, has computerized its voter lists for a major registration drive. Unions are now using direct-mail and television as campaign devices to maximum effect. Union PAC's have been contributing steadily larger sums to congressional candidates. This year the figure is expected to top \$14 million.

Of course, money by itself is never decisive. The appeal of the candidate, issues and grass-roots organizing are all important. In these areas I believe the Democratic Party, with the full support of labor, can have the advantage.

Now let me turn to the issue that I think ought to concern the Democratic Party this year. The issue is jobs. That must be the number one item on our agenda. It is a political cliché to say that we must get America back to work. Cliché or not, the proposition holds more than ever: The nation is failing its people, and failing badly, unless it does everything possible to assure that there is a job for every American willing to work. Nothing is more basic. It is part of the covenant that brought my father to this land from Greece and brought your father or forefathers here from some other country.

How can we honor this covenant that is what America is all about?

First, the Federal Government must commit itself to the vital task of rebuilding the nation's infra-structure. More than two of five bridges in the United States need replacing. More than half of all our roads are in disrepair. The need for water and sewer treatment facilities has exceeded localities' capacities to finance them.

If we permit the public infrastructure to decay, the nation will be the poorer for it—literally. Roads, bridges, water and other public services are essential to our economic well-being.

To keep our infra-structure in good repair will be costly. The tab just to fix what now needs fixing would amount to something between \$500 billion and \$3 trillion, depending on which estimate you believe. It is an effort that will require a massive Federal involvement. Slogans, stopgaps, and voodoo remedies are no answer. A proposal I offered in the Senate this year could help point the nation toward the kind of long-term commitment that is necessary. Under the proposal, Congress would create a separate Federal budget for capital items like highways, port facilities

and subway systems. Once capital items are set apart, they can be financed more rationally over the long haul.

One way or another, the Federal Government must act to end the neglect of our infra-structure. By doing so, we not only buttress the economy, we also will put millions of Americans back to work.

Second, we must redirect money into economic growth by scaling down our bloated military budget. The current Administration is calling for a Pentagon budget over the next five years of \$1.5 trillion. This staggering figure is twice as much as we spent over the last 10 years and means that the United States will be expanding defense spending at twice the Soviet rate. Expansion at this clip is more than the military can efficiently digest, even as Murray Weidenbaum, the recently departed economic chief in the Reagan Administration, concedes. By matching the Soviets on military spending, we can adequately safeguard American security.

No less than nuclear warheads and submarines, a strong economy is a bulwark of national security. It is not the Soviets who are costing us jobs, but the Japanese. They are beating us in the global competition to produce cars, cameras, motorcycles and a host of other things. In effect, we are fighting on two fronts, the Soviet Union and Japan. Putting all our resources into the first guarantees our demise on the second. The next time you hear someone in the Reagan Administration saber-rattling against the Soviets, ask yourself how that helps put an unemployed auto worker back on the job.

Admittedly, money spent on the military boosts employment. But military dollars create fewer jobs than most other kinds of public spending. Figures compiled by Representative Les Aspin of Washington show that the Department of Defense creates 48,000 jobs per \$1 billion at its disposal. However, an extra \$1 billion in the public sector would create 75,000 jobs if spent on housing, 100,000 jobs if spent on teachers and 161,000 if spent on retraining youths through the Job Corps.

These figures are revealing. They illustrate how the oversized military budget is robbing the nation of the job-created investment the economy needs. It is time we fixed this wrong-headed policy.

Third, the nation must do more to guarantee workers full opportunity for retraining. Obviously, a worker whose skills are no longer in demand is a loss to the economy.

We must have financial incentives to assist labor unions and private employers in covering the costs of retraining workers. Rapid technological change may contribute to national output, but it also causes a gap between workers' skills and the employment needs of industry. I believe the Federal Government must help in bridging that gap.

In recent months, as the economy has gone from bad to worse, hardship, fear and self-doubt have been chipping away at the American spirit. I understand what hard times can do to a worker, a family, a community. I grew up in Lowell during the forties and fifties, when a proud mill city slid into economic distress. I vividly remember those dark days and want to do everything in my power to keep them from returning again.

Lowell rebounded when new initiatives brought jobs. Jobs are again of the highest priority. With your help we can see to it that there are enough jobs in America for everyone willing to work.

BROTHER OSBORN: I will announce at this time that late-filed resolutions, by the Constitution, by the rules, you have to have the copies available to the delegates. You must have 1200 copies to pass out. You

must turn in a copy to the Chairman. You have to go through the committees and have it reported back out and so on and so forth.

We have a busy agenda. I look forward to a lively and interesting and serious type of convention. I just want to tell you, I am proud to be your President.

Right now we will call for the Rules Chairman, David Lima, Secretary-Treasurer of the New Bedford Central Labor Council, Vice President of the Massachusetts AFL-CIO. (Applause.)

BROTHER DAVID LIMA: Good morning, fellow delegates, officers, Vice Presidents of the State Labor Council. Yesterday afternoon our Rules Committee met, and we adopted the following rules for your consideration this morning:

No. 1. The Convention shall open on Wednesday, September 29, 1982, daily sessions to be as follows: Wednesday, September 29th, 1982, morning session 10:00 a.m. - 12:00 noon, afternoon session 2:00 p.m. - 5:00 p.m.; Thursday, September 30th, 1982, morning session 10:00 a.m. - 12:00 noon, afternoon session 2:00 p.m. - 5:00 p.m.; Friday, October 1st, 1982, morning session 10:00 a.m. - 12:00 noon, afternoon session 2:00 p.m. to adjournment.

Rule No. 2. The resolutions and amendments to the Constitution submitted and printed prior to the convention are admitted and referred to the proper convention committees.

No. 3. The main body of the hall shall be reserved for the exclusive use of the delegates. Visitors shall occupy those seats assigned to them.

No. 4. No delegate shall speak more than once on the same question until all who desire to speak on that question shall have been heard and no more than twice on the same question except by consent of a two-thirds vote of the convention. Speeches shall be limited to five minutes.

No. 5. Committee reports and resolutions shall receive prior consideration.

No. 6. A motion to reconsider shall not be entertained unless made by a delegate who voted with the majority on the original question and shall require a majority vote.

No. 7. Resolutions and proposed constitutional amendments received or submitted after the time stipulated, later than 30 days prior to the opening of the convention, shall be referred to the convention with the understanding that the consideration of such resolution and proposed constitutional amendments is dependent upon three-quarters of the convention delegates, Article 4, Section 7B of the Constitution. Delegates submitting late-filed resolutions must supply 1200 copies of the proposed resolution for the delegates at the convention.

No. 8. The roll call vote may be held on a motion supported by 25 percent of the delegates present at the convention. On a roll call vote, votes shall be cast in accordance with Section 6, Article 4, of the Constitution.

No. 9. 25 percent of the delegates present at the convention shall constitute a quorum, Article 5, Section 14 of the Constitution.

No. 10. When a question is pending before the convention, no motion shall be in order except to adjourn, to refer, to table, the previous question, to postpone indefinitely, to postpone for a certain time, to divide or amend, which motion shall make reference in the order named.

No. 11. This convention shall be governed by Roberts Rules of Order on all matters.

No. 12. If a delegate while speaking be called to order, he shall, at the request of the Chair, take his seat until the question of law is decided.

No. 13. Should two or more delegates rise at the same time to speak, the Chair shall decide who is entitled to the floor.

No. 14. When a motion to table is made, the motion shall not be put until the introducer of the original motion is given an opportunity to speak on the question.

No. 15. No delegate shall interrupt another in his remarks except to raise a point of order.

No. 16. A motion shall not be open for discussion until it has been seconded and stated from the chair.

No. 17. No motion or resolution shall be voted upon until the mover or the introducer has had an opportunity to speak upon it, if he or she so desires.

No. 18. Any delegate or other person at the convention acting in such a manner as to obstruct the orderly proceedings of the convention shall be subject to removal from the convention and shall have his name stricken from the rolls of the convention, and his conduct will be reported to his constituency by the Secretary-Treasurer of the Council.

Mr. Chairman, that is the Report of the Rules Committee. Thank you.

BROTHER OSBORN: You have heard the report of the Rules Committee by the Rules Chairman. What is your pleasure?

(Motion made and seconded.)

BROTHER OSBORN: The motion to accept has been made and seconded. Discussion?

We will move to the vote. All those in favor say, "Aye." Opposed. Voted and so ordered.

At this time we will move to the next part of the agenda. We will call upon the Secretary-Treasurer of the Mass. AFL-CIO George Carpenter to present to you the Convention Call.

BROTHER GEORGE E. CARPENTER, JR.: Greetings: The 25th Annual Convention of the Massachusetts AFL-CIO, and its 1982 biennial COPE Endorsement Conference will convene on Wednesday, September 29, and remain in session through Friday, October 1, 1982, or until the business of both the convention and the Endorsement Conference has been completed.

Since our last convention, organized labor in every quarter has taken a beating; we have lost too many battles on too many fronts. But we have not lost our dogged determination to right the wrongs of a society hell-bent on plundering the poor and jobless to pamper the rich and the super rich.

The ultra-conservative forces of the New Right are having a heyday in Washington pulling the strings of their puppet in the White House, making sure he acts in the best interest of the rich and the super rich. The New Right is using this raw political power to turn back the clock of social justice to the turn of the century.

The callous actions of the Reagan Administration and his New Right cohorts are polarizing the American labor movement and its allies in the community, the churches, civil rights organizations, consumer groups, senior citizens and the like to recapture the American dream for all of America's peoples.

The National AFL-CIO started working with this broad-based coalition in Washington with its 500,000-strong march on the White House in September of 1981.

The Massachusetts AFL-CIO is continuing this coalition-building effort with the recent announcement of its broad-based Solidarity Coalition.

We are recouping our losses, refining our political organizing skills and mustering the forces needed to wage successful battles for all of labor on the state and national political fronts.

The cost of war, however, is high. The New Right knows this. They have fattened their coffers through

direct mail campaigns and lucrative corporate Political Action Committees (PAC).

Organized labor can never match the bucks of the super rich courted by the New Right. But we can muster the forces, the campaigners needed to win elections in marginal districts. And we can raise enough money to hold back the assaults of the New Right.

If we mean business in '82, if we truly intend to stop the atrocities of the New Right, we have to re-examine our dues structure. We have to develop a per capita plan that adequately funds the services we need to wage successful battles on the local and national political fronts.

At the 25th Annual Convention, we will address the pressing per capita needs of the Massachusetts AFL-CIO with an eye to enacting the best possible plan to provide the highest quality of services for all of the working men and women of the Commonwealth. (Applause.)

BROTHER OSBORN: We have heard the call. What is your pleasure?

(Motion made and seconded.)

BROTHER OSBORN: All those in favor say, "Aye." Opposed. So voted and so ordered.

I would like to call to your attention that tomorrow night we have the banquet. As in the past, we have tried to bring to you a different type of entertainment. I will just say to you, I promise it will be very worthwhile. You will have a lot of fun. So, if you haven't received your tickets. I would suggest and recommend to you that you be with us at the banquet tomorrow night.

At this time, because we are moving our schedule around a little bit due to Senator Tsongas' problem, we are going to bring to you the Regional Director of this New England Region of the AFL-CIO. This gentleman has always made it a pleasure for me to introduce him because it's easy to introduce a person that you know well and you know he is doing his job well.

John O'Malley has been with us at many conventions. His inspirational leadership on carrying out his duties has been with us through many years. He works with cooperation and gives us great guidance at the Mass. AFL-CIO Council.

It is my pleasure to present to you your Regional Director of New England, John O'Malley. (Applause.)

BROTHER JOHN O'MALLEY: Thank you very much, Arthur.

Once again, I find extreme pleasure to be here at this convention. As you all know, although my responsibilities cover six states, this is my area. I served as an officer here for many years, so it's a pleasure to be back.

First of all, I would like to share a little story with you that happened to me last week. I was down in Connecticut at a convention. I was down having breakfast. I was all alone reading the newspapers. The woman that was waiting on me was a very threatening person. We had a little conversation. At the table next to me was one of these real stuffy-looking type of gentlemen. So when he paid his check, I was shocked when he put down three pennies on the table.

It was interesting how this good union waitress would handle this situation. She picked up one penny, she studied it very closely. She looked him right in the eye. She said "You're very thrifty, aren't you, sir?" He said, "That is very good. I'm very impressed." She picked up the second penny, she studied this a little longer. She looked at him once again in the eye. She said, "Sir, you're a bachelor, aren't you?" He said, "It's amazing, you know. That is correct." Now the third penny she studied a little longer. This time she

really looked him in the eye, and she said to him, "Sir, your father was a bachelor, too, wasn't he?" (Laughter.)

Now I can spend a lot of time talking about the third pennies that we have in the State of Massachusetts, but I thought it might be more constructive if I told you about some of the good things that are happening. But before I do, I would like to publicly take this opportunity to thank your President, Arthur Osborn, your Secretary-Treasurer, George Carpenter, your two Executive Vice Presidents and the Executive Council for the continuing support and, I might say, enthusiastic support that they have given to the programs and policies of the National AFL-CIO. Also, I would like to compliment them for the tremendous programs that they have enacted during the past year. As Val Murphy said this morning, the day of the march was one of my proudest days in the labor movement. I thought I would never reach another high after Solidarity in Washington, but on that Sunday in August when I had the honor of marching with 40,000 Massachusetts Union people, I think that was one of the finest moments in the history of the American labor movement in Massachusetts. I would not only like to compliment all the people that did so much, but I think it's noteworthy, and I hope our enemies understand it, there were 40,000 rank and file members on the streets of Boston in August that Sunday morning. (Applause.)

You don't have to be a political expert to understand that even with a lot of hard work that that was a commitment made by 40,000 members, and I think it's something that you should continuously brag about and be proud of.

I am happy to report to you today that the labor movement is alive and well and in good shape. I think that view was shared by all who joined in the Solidarity Day march last September in Washington and in Boston this August, or who sat in on any of the AFL-CIO Regional Conferences that have now taken place twice.

Despite the economic chaos that's around us, and even to some extent because of it, we have been moving ahead strongly in every area of the trade union activity. We have established a national organizing/coordinating committee that greatly enhances our ability to help workers who want to organize.

In Houston, Texas, 28 of our affiliated unions, aided by the Federation's field staff, are cooperating in a joint, organized effort to bring the trade union's presence to the side of southern workers in a more effective way than ever before. We have set up a new AFL-CIO institute for public affairs to put the full range of new telecommunications technology to work for the Federation and all of its affiliates. We have taken positive steps to improve our internal communications and to strengthen the role of the 50 state Federations and the 744 Central Labor Councils in this country.

In over 27 congressional districts we have set up new legislative action committees involving hundreds of thousands of trade unionists and using the newest communications methods to strengthen the National AFL-CIO legislative program.

I think we can be proud of the role that labor has played in opening the eyes of the American people to the human consequences of Mr. Reagan's agenda. We didn't wait for others to respond to the President's challenge to produce alternative programs; we presented to the Congress a sound and workable alternative of our own.

Now we are setting out to change Congress. In the 12 months since Solidarity Day in 1981 we have been

making preparations to do that. From here to Solidarity Day to Election Day we are going to continue those preparations.

The unity of purposes we showed them is stronger today. Our remarks are more united and less divided by policy differences than at any time I have seen in my lifetime. The bridge of cooperation that we have built with the allies who marched with us last September are stronger and so is their determination to march with us again to the polls on Solidarity Day, 1982, but it won't be easy.

Huge sums of money are being poured into every state and district in this country. Our opponents have a very large investment in Mr. Reagan and his policies. Money is important, tremendously important, but money can't vote. People vote. So we have to concentrate once again on seeing that these people do vote.

Let me close with a quote from John Perkins, "So now to Solidarity Day II. Last year we rallied; this year we register. Last year we protested; this year we vote. And this year we win." Thank you. (Applause.)

BROTHER OSBORN: Thank you, John, for an inspiring talk.

Things are looking good. The numbers are changing very rapidly. Awhile back the political analyst was saying they might lose 38 seats in the House. He was really talking 15, but was just trying to soften the blow when they lost the seats which should have been around 15. There is a very good possibility that it may be 30 seats. People are dumping Ronald Reagan very quickly and trying to save their own parties. The Senate most likely will not be turned back over to the Democrats; however, there is a chance that there will be a good rush made on that. We should gain.

You can do your part. Listen to John O'Malley. You have a few days left after this weekend to go out as dedicated trade unionists and speak to a few people in your shop, see if they are registered. If they're not registered, tell them where they can be registered and how they can be registered. Just give it a try. Every vote counts.

You have heard figures over and over and over again. You have seen what happened to the City of Brockton, a large, industrial city like that, in the Mayor's fight just recently. We should get out there and do our parts.

I have a couple of little announcements. The meeting room has been changed on the Vice Presidents' caucus tomorrow at 8:30. It has been changed to the Terrace Room, lower lobby.

You have seen a number of us with these yellow buttons on. The buttons read, "Solidarity Parade, August 29, 1982, Boston, Massachusetts." It's a little momento that I'm proud to wear that was a day of glory for labor here. I'm sure any of you that participated would like to have a button because I know you would be very proud.

If any local union wants to order buttons for its membership, please, do, because behind it is this: That they cost a dollar apiece. We are going to have one of our staff fellows who will be out in the corridor starting this afternoon asking you to give a dollar for a Solidarity button. That dollar will go to COPE. We will make a good profit on that. That will be free money. We will be able to use that to represent you. So any of you that did march or any of you that want to buy a button for anybody in your Local that did, anyone who wants to help COPE, please, buy a Solidarity button.

Your officers' reports, including your COPE report, is in the committee. By the Constitution, they go in report form. I think at this time, because I have some free time, I would like to update you a little bit on some of the things, important things, that have

been going on in the Council by your representatives.

We have many different programs now. I'm sure some of you out there will be approached by John Barron who was a former President and Vice President of this Labor Council. He is a leader in the United Commercial Food Workers down in the New Bedford area. John has been named our Retiree Coordinator. The purpose of this program is to take the awesome power of all those hundreds of retirees, Local Union retiree clubs, and tie them together for communication purposes or legislative purposes and for political purposes. This is something new. It was promised to you at the last convention, and we will put it together. It's off and running. We are doing this on a grant. The second phase of the money from the grant money hasn't shown up yet, but we're confident it will. However, the program is working well.

On October 19th out in Waltham at the IBEW Local 1505 headquarters they're going to have a meeting, a conference, a seminar, a symposium. The message is going to go out to the media and to Reagan that they hurt and they're mad.

I'm not going to go into it because I'm going to call upon John to explain it a little bit. I'm hopeful, if you have a retiree club, that you will bring the message back and tell them. The retirees club we're moving forward on. We feel that would be the extra muscle that we need for the Legislature and Congress. That would be extra telephone calls. That would be the extra people working on phone banks. They're out there saying, "Please, use me. Don't let me just fade away." We can use them because we have the experience and the wisdom and they've got the time. So that program is doing fine.

We have another program that a lot of people really haven't got a grasp on yet, but it's out there, it is viable, and it's where we have to go in the future. We always seem to just miss in our legislation and different efforts. I talk around the state. I meet with different groups. They always seem to have just missed in their efforts. So taking the lead from the National AFL-CIO, when they put together over 157 organizations into a coalition for the benefit of the working people of our country, we here in Massachusetts have formed a Massachusetts AFL-CIO Solidarity Coalition.

It's made up of numerous statewide community action groups. It is led by the Massachusetts AFL-CIO. Each committee is chaired by a member of the Massachusetts AFL-CIO. We've had a lot of meetings, subcommittee meetings, general membership meetings. Every time our volunteers have been there. What we're doing, why we will succeed, while just about all other coalitions fail, is that we have pledged ourselves to stick to bread-and-butter issues. There will be no international agenda handled by this coalition, but there will be people's problems in Massachusetts. We're going to identify up to half a dozen with plant closings, Social Security, housing, clear air, whatever. That agenda will be voted upon in a fashion, and those 40-odd member organizations that agree to that agenda will go forward together. The others, if there are any, they will wait for another time.

Not strangely, though, everything we have been talking about we're all in agreement on because the spirit is there. Everybody is hurting. Everybody is hurting. Now who is everybody? Well, we have even joined up, and we are leading a coalition with NAACP, Mass. Fair Share, Mass. Tenants Organization, Sierra Clubs, Friends of the Earth, consumers, the elderly. Every spectrum of our populous here in Massachusetts is involved in that coalition, and we're hoping that by January when we have a statewide con-

ference that the media that we receive from that conference will send the message to the politicians that all of a sudden they've got to start talking to the people. Instead of separating themselves and keeping themselves in the conference room, different meeting rooms, there will be an agenda that will be approved by the coalition and by the Mass. AFL-CIO. It's going to make certain politicians realize that we have got our act together.

That is a program that I call upon you to participate in. You should have one or two people in your Union that have cooperated in the community and are involved in community action. Submit their names to your leadership of your local union. I'm sure we can do this. It's a chance we should not avoid taking. It's a safe chance. That is, AFL-CIO is making sure of that. But I look forward with excitement to that new program.

We have, as we promised we would try to do, for the first time brought together the legislative agents of most of the unions to meet in unison to go over the different legislations that each union have set priorities on. This once again was a first because the politicians used to like to get us all alone and say, "Look it, I can go along with you on this, but, please, understand me when I come down on this other union." Everyone gets their one little piece and then loses the other piece. So we've met and we will be meeting approximately every two weeks at the Council. We invite your lobbyists, your legislative agents, if she or he is not participating, to join with us. This is another advancement for the Council.

We have had a successful year in COPE. We through your Council endorsed 100 candidates. 90 of the candidates endorsed by the Mass. Labor Council survived the primary, and most of them, a lot of them will not have a contest in November. We've had a few losses.

I think it's an interesting subject that I hope to bring to you a little later because our star from Washington has just come in the hall. When he's ready, I'm sure you'll recognize Tom Donahue, your National Secretary-Treasurer. (Applause.)

Tom Donahue has only been with us — it seems like yesterday — a couple of years as your National Secretary-Treasurer, but in that time there are many of us in Massachusetts, many of those in California, people everywhere in the United States that have met Tom. It's a real pleasure to listen to a man of such a high position with his experience and his humble approach to the rank and file of the Union movement.

Tom was just with us the other day. He led our parade 40,000 strong. I think our numbers surprised him a little bit. I was very proud that we had our Secretary-Treasurer up here in Massachusetts. Lo and behold, it seems like yesterday when we called out to him to come back and be with us during the convention, and Tom said, "Look it, I had a day and a half scheduled free this year, and you'll get one of them." Not being understanding on all points, we asked him if he could rearrange his schedule, that we would love to have him. He agreed. That day the National AFL-CIO Newsletter came to my office. I opened it up. I read in there, "Tom Donahue addresses Montana AFL-CIO State Federation Convention." I thought it was funny because here is a guy, he's going as far as he can go just to represent you and your brothers and sisters. I think we're very privileged to have him with us as our National Secretary-Treasurer. Tom Donahue. (Applause.)

BROTHER THOMAS R. DONAHUE: Thank you very much, Arthur. I have been called a lot of things in my time, but not a star, so I accept that gratefully.

I have, indeed, been doing a lot of traveling. I was here for your Solidarity Day Parade. I was honored to be here for that. I don't have to tell anybody about the drama of that day. The day before that I had been in Baton Rouge, Louisiana, 96 degrees, and they turned out 15,000 people in Baton Rouge to have a Solidarity Day in front of the State Capital.

I was in Los Angeles on Labor Day where they turned out 1500 people for a breakfast at nine o'clock in the morning and seven or eight thousand for a picnic that afternoon. On that same day, you saw it on your televisions, there were thousands of trade unionists gathered in San Antonio. Over 115,000 marched in New York City and in Indianapolis and Denver. In Cheyenne, Wyoming they turned out 1500 trade unionists for the largest state rally ever seen. All over the country there was evidence of this resurgence and revitalization of this trade movement of ours.

I was in Wilkes-Barre, Pennsylvania two weeks ago; Paterson, New Jersey the following night, Manchester, New Hampshire last Saturday. Every place you go, what you find are thousands of people, thousands of good trade unionists who just are determined to do more to make this great union movement more effective, determined to spread the gospel that we are, indeed, alive and well and we are able to stand up and fight for what we believe, able to plan and carry out a program of organization, education, political action, community action; in short, to contribute to the improvement of the human condition.

I don't want to bore you with a long political speech. I might make a long speech, but not a long political speech, about the Administration, but let me just cite three facts to you on that subject.

The unemployment rate now stands at 10.8 million people unemployed. That doesn't count the million and a half who have stopped working and the five million who are working part-time because they can't find full-time work. The President said last night it might go higher, and, indeed, everybody is betting that it will.

That is a hard number to deal with, 10.8 million people unemployed. 10.8 million people unemployed standing shoulder to shoulder, two feet per person, makes a line 4,000 miles long. It goes from here to San Francisco and back to the Mississippi River. 4,000 miles of people looking for jobs they can't find, even in the Help Wanted column. That is a line that grows every week by 20 miles as 50,000 more people are added to it. It grows 20 miles a week.

The second fact, in 1981, 24 million American workers were unemployed for some period of time during the year. Obviously, that statistic of current unemployment doesn't mean those people were out 52 weeks, but in 1981 it meant that 24 million people passed through that overall unemployment index. 24 million people suffered some unemployment in 1981. In 1982 30 million people will have suffered some unemployment during this year. That's three out of eleven American workers. The odds of any member of yours being unemployed is about 2 to 1.

The third fact, the bankruptcies in the United States hit somewhere around 650 two weeks ago. It was the highest level of business bankruptcies since January, 1932. It broke a record that had been set three weeks earlier which broke a record which had been set three weeks earlier. Seven businesses go down the chute every two hours, taking with them whatever jobs they have. While you have been sitting here this morning, we have lost 14 businesses, and we're losing more every hour.

That is a grim set of statistics, but we are not without resources. We as a people know what ought to be done about those things. We know the kinds of

programs and the kinds of policies to put into effect to make change. We have simply got to keep pressing for that change. We have got to keep pressing Democrats and Republicans alike to change, to fight for major corrections in the economic cross of this country. It is our job to press for that. It is our job to press for a change in economic policies. It is our job to fight to restore budget cuts. It is our job to fight for the restoration of some measure of regulation, at least enough to protect workers and consumers. It is your job to fight the continued high interest rates and demand a return not back to 10 percent, but back to the 4, 5 and 6 percent that this nation was built on. It's our job to fight for jobs for the people in this country who look for work.

You may remember 20 months ago the President, then campaigning, had a persistent slogan. He said, "What this campaign is all about is jobs, jobs, jobs." Last night he had a press conference. he said, "We have pulled America back from the brink of disaster." Let me just examine his definition of that disaster. He was asked about his predictions for recovery and what does the current economic situation look like for Republican chances in November, who should the voters believe, you or the Administration's economic figures. He said, "If they would honestly face up to issue and cut through all the demagoguery and rhetoric, the things that have been accomplished by this Administration were not accomplished before." I would agree with that. In all honesty, the things not resolved now were settled long before he got here.

Let's just take a look at who's demagoguing the issue. Further on in his answer the President said — he was talking about the problems in this nation and the economy — "This is the eighth time we have had one of these economic crises since World War II. For most of that time, almost entirely, Congress has been dominated by one party until now. While here and there there has been a Republican President, they were handcuffed by the legislation of the other persuasion." Well, he's right, I remember the president was almost handcuffed. But he's wrong "while here and there there has been a Republican President" in the fact that we have elected four Democrat and five Republican Presidents.

He said, "Our political analysts are saying they look to achieve 20 additional seats in these elections." Now I think they're saying that because tradition had it that normally they get about 35 or 36 seats, and so they would like to be able to say, "Look how much better we did than we thought we were going to do." Well, the average gain for the party in power in off-year elections in the last 30 years is 12 seats. Not 35, not 36, but 12.

In talking about the continuing recession, he was asked, "Does any of the blame belong to you?" He gave a funny answer to that, but the follow-up question, "But does any of the blame for the past 18 months belong to you? The Congress says they gave you all the budget cuts and so forth." The answer, "For four quarters we have seen a growth in the gross national product." Fact, in the fourth quarter of last year and in the first quarter of this year the gross national product suffered a severe drop that averaged five percent over those two quarters. I don't know which four quarters he's looking at. He's finding it someplace.

"There are stories all the time, Mr. President, about people being right on the margin, people in the margin of poverty denied, while tax cuts make life more comfortable for the middle class. Why should not you be held responsible in this case?" The President's answer, "Because in a number of instances those cases have nothing to do with our budget cuts. In our own ex-

perience in California on welfare reforms, many bureaucracies will take the ball and run with it, thinking they're going with what they think is the system. They are human elements more typical of a bureaucracy in a government than they are of private charities. If you can't blame the policy, blame the bureaucracy."

The question was asked by the reporter, "Mr. President, 4,000 people showed up yesterday in Long Island for the opening of a new hotel where 300 jobs were available. The question is, is there a point at which these high levels of high unemployment become unacceptable and you will reconsider some of your policies to try to deal with those high levels?" The answer, "Those are unacceptable to me as long as one percent unemployment," and so forth. "Maybe there are some others in the room who are remembering firsthand the job hunting in the Great Depression. I do vividly. I don't know if anything bothers me more than this situation. In those days of the Great Depression there weren't any provisions as there are now for unemployment insurance."

"Mr. President, among the 11 million unemployed, 60 percent are not receiving unemployment insurance. That may be not a statistic you are familiar with, but that is a fact. 60 percent are not receiving unemployment insurance. Some two million have exhausted their benefits." Further on he says, "You have got to remember these figures are a little volatile, that you look at what is the chart line. Here are the dips. We think August has been in a kind of doldrum. It may show a dip, but that will be a glitch." I hope the 200,000 who will very likely be on that unemployment line on Friday when the figures come out understand it's nothing personal, they're just a glitch. There may be 200,000, but, as far as the President is concerned, it's not a matter, it's just a glitch.

He says that a median income family has about \$1,500 more in purchasing power than if inflation had stayed at the level it was at when we started. I don't know what statistics he's reading. The fact is that non-supervisory employees in all industries in the United States had 1.3 percent less real purchasing power in August of this year than they had in August of last year. He simply reads different statistics than you and I do.

He says, talking about the defense budget, "You stop and think. The greatest portion of the defense budget is paying for the men and women in uniform which was literally at the starvation level before we improved that." Fact, it is not the largest part of the defense budget. Personnel and retirees together account for 53 billion dollars of that budget. Procurement accounts for 41 billion. Operation and maintenance accounts for 60 billion.

He says it was literally on starvation levels before that. Well, let's look at what he did to military employees. In October of '81 he gave everybody a five percent increase, civilian and military. He has now proposed for October of '82 a four percent increase for federal employees, and I believe it's eight percent overall for military employees. But comparability, which is required by statute and which when given to the civilian employee work force also goes to the military work force, comparability would have required an 18 percent increase in wages this year. So I don't quite know what starvation levels he's drawing back there.

I do know I get terribly distressed when I see a President standing up, as charming as he is, and explaining to the people that everything is really wonderful, going along fine, if they would only stop listening to the demagogues and the people who use rhetoric to distort things.

None of that is what Mr. Reagan talked about when he was campaigning two years ago. He talked about jobs. When he debated President Carter he told the American people, "I do not believe the alternative to inflation is recession." Well, that is precisely what he has given us.

The Republican platform respectfully rejected that inflation can be reduced by throwing people out of work. A year later when the unemployment rate went to 8.4 percent the White House Press Secretary, "This is the price you have to pay for bringing down inflation." Query, why didn't candidate Reagan tell us about that price during the campaign?

It's a grim set of statistics. We are not, Mr. President, we are not better off than we were 20 months ago. For most of the workers in this country, we haven't even been trickled on yet. We are not better off than we were 20 months ago. The voters who go to the polls in just 33 days are going to prove that.

It is a grim set of statistics out there, but it's not all bad. We should never get so depressed by these statistics we forget about putting some balance into the thing. As grim as those statistics are, the news for the past 20 months hasn't been all bad as far as the trade union movement is concerned.

You will recall when Reagan was elected we were told a great sweep of conservatism was going to cover the nation. It hasn't happened. 20 months ago the New Right Wing was going to sweep the Congress this November. Today you would be hard put to be willing to accept that fact.

You find a President discussing whether the Democrats are going to have 30 or 35 or 36 seats. We as a trade union movement surely have not had a lot of resounding victories in the Congress, but neither has the New Right. They promised us they would bury us in legislative restrictions, and we're still alive and well. They said they would pass a national right to work law. We blocked them.

They said they would repeal the Davis-Bacon Act. We blocked them. They said, if they couldn't repeal it, they would gut it by regulation. We blocked it. They said a month and a half ago they'd roll back the child labor protection and make more supplemental workers available for the fast food industry and entertainment. We beat them.

They said they put in as the Chairman of the National Board a union buster from California. For over a year now they can't get it confirmed. Now they've talked to Cartwell. They went to sneak him out. They can't get a vote of the Committee to move that nomination to the floor. The only thing which has kept them from trying a legislative tactic to discharge the Committee and bring that to the floor, and your Ted Kennedy has made it very clear, if they try to move to nomination, there will be a filibuster. He stands between us and John McElroy. Don't you forget it.

Reagan, he can go back to California. He will surely continue as a union buster in California, but in a civilian capacity. So it's not all bad. The President has managed to destroy the economy, but he and the New Right surely learned they can't bust this labor movement. We can't lose sight of that fact. We can't lose sight of our role as this nation's main, enduring, private force for progress and economic growth. That is the role we fulfill in the country. That is what we are.

We are the American trade union movement. We are the single most powerful force for progress in America. We are, ourselves and our members, the best hope for the kind of nation we all want. We are first and foremost a special interest group formed by workers who have their job interests to represent, to

improve conditions on the job, improve the health and safety of the jobs, fight for a decent way of life. We are secondly, however, a social movement which aims to improve the lives of our members by improving the lives of everybody in society and aims to improve the legislative and social framework within which we all live. It is in that secondary role of our movement that you see us most clearly as a movement, a bending together of people through their organizations.

It is within that struggle to improve our nation that we are necessarily involved in political action, we are necessarily involved with the registration of voters, with the education and informing of voters on issues and with the campaign to get people out to vote.

I would offer you the evidence of the primary in New York State where no single poll said that Mr. Cuomo was going to get the Democratic nomination for Governor against Mayor Koch. The labor movement thought otherwise. The labor movement unanimously went down the line with Cuomo and succeeded in putting Cuomo in as a Democratic nominee against the advice of every pollster in the state. Nobody said Cuomo could win. Cuomo won because 10,000 people were out on election day ringing doorbells and getting registered voters out to vote. That is the story in New York. Voters came out to vote.

That is what you have to do and that is what is required of every one of us in the next 33 days. We simply need a super effort. We need a super effort for Ted Kennedy who is clearly one of the strongest supporters that this labor movement has in the Senate. He has an unflinching voice for the traditional labor values that we fought for. He never tripled his sales and he never preached or embraced the neoliberalism of some others. We need his super effort to send him back to Washington. You need a super effort on behalf of candidate Dukakis and on behalf of all the open-door candidates.

Lane Kirkland spoke the other day. Let me read the last two paragraphs of what he said about the upcoming election. "Human freedom and human progress depends too heavily upon this nation to permit us to passively accept an American decline into the past of Coolidge and Hoover. We have too great a stake in this land which labor built to idly watch the sinking of its skills, the erosion of its land and the unraveling of its social fabric, all in the interest of a narrow and demeaning spirited ideology. Let us extend every effort to turn it around for November 2nd, and that will be final proof of a revitalized trade union movement's political action."

I started by noting to you that I see that revitalization everywhere, and it's your job to carry it on, to carry it on here in Massachusetts, just as it's everyone else's job all across the country. We have been trying within the Federation to do that job. We have been trying to revamp our political action programs.

I think on the political side we have done very well. We'll see how much real muscle we have on November 2nd. We have to revamp our legislative programs, set up legislative action committees and change the voting patterns of Congressmen and Congresswomen who we have never affected before. We certainly have moved importantly in organizing educational activities in Houston, at another ten or eleven coordinated campaigns around the country. We have continued to move in civil rights, community service programs, occupational health and safety. We have tried to pledge investment programs in the analysis of pension monies, public relations with our new Labor Institute of Public Affairs, communication, the whole raft of programs right across the board.

Trade issues surely are major issues for all of us.

This is a new thrust in our new trade union activities. There has been a whole series of new programs that we have been able to develop because the delegates to the 1981 AFL-CIO convention decided that what they wanted was a more activist, central body. They wanted a more activist national center. They were good enough to vote for a capital increase of 44 or 45 percent to give us \$11 million in '81 and '82 to carry out those programs. I know that that issue is going to be before this convention in terms of the financing of your State Federation. I would simply urge your support of that program.

We have had it in trying to do things in the ways we did them in the past. We have lost doing things the way you did them in the past. You cannot run a major political institution, a major trade union institution, a major community institution, on the cheap. That is a fact. If we want effective State Federation and national centers, we are going to have to put up and go for it, and we need it.

We need to keep on with the job of revitalizing this trade union movement. It is a movement where you talk about the redistribution of the welfare of this country. Don't you forget. It talks about equal access for everybody in this society to all the institutions of our society. It talks about being a social movement which has power equal, at least, to that of a corporation or the Government. Note that you are a part of that kind of a movement and make every member know that he or she is a part of that movement. Make every member know he and she ought to be proud of that.

In Wyoming they have a wonderful patch on everybody's — button on everybody's jacket and on the front of caps which says, "I'm Union and damn proud of it." That is what we need to do with all of the people who are our members. We need to make our unions bigger, stronger, scrupulously honest, caring, more effective, more dynamic, more open to everybody for membership, for leadership. We need to know more in education, servicing members. We need to do more in politics. We need to place our political ideas more carefully. We need to get that payoff of the political action in terms of its fidelity from political representatives when they say what they are going to do.

In short, we need to make union members of all the people who are dues members. We need to make every trade union member say that I'm Union and I'm proud of my Union and I live Union. I'm proud to be part of a trade union movement which cares about this country and tries to do something to improve it. I work Union. I buy Union. I am registered. I work in political campaigns. I vote. I counsel with other members. I care about other people's lives. I don't cross picket lines. I don't buy struck goods. I don't buy boycotted goods.

When we have done that job, when we have built that kind of a movement, then we're going to have the kind of powerful, first-rate, honest, ethical, responsive labor movement that we can all be proud of. Then it is going to be in the fullest sense our kind of a movement. Then our organizing, our negotiating, our servicing, our political action, our legislative action, can give to us and to our members the kind of government and the kind of safe nation we seek and which we will then deserve. Thank you very much. (Applause.)

BROTHER OSBORN: Thank you, Tom.

You heard the words of wisdom and experience of your National Secretary-Treasurer. I think it behooves us to recess now until two o'clock this afternoon, so we can remember those words. Thank you.

(Whereupon, at 12:07 p.m. the Convention stood in recess until 2:20 p.m.)

AFTERNOON SESSION

BROTHER OSBORN: If I may have your attention, I would like to commence the afternoon session of our 25th Silver Convention.

The first thing on the agenda is actually a very pleasant task. We are fortunate to have with us our Regional Director of COPE, Madeline Matchko.

Is Frances Werta in the hall? Frances, will you come up here?

Madeline covers the New England states. When I say "covers," she's in Vermont one day, she's in Connecticut the next. She has come up here and gone to Maine the same day. She has been of great assistance to me in my learning period as COPE Director. It's my honor and privilege to call Madeline to the microphone because she has a special message and special presentation. (Applause.)

SISTER MADELINE MATCHKO: I was in New Hampshire in January of this year, and I led a workshop with the Democratic Committee. After I concluded my workshop, a woman walked over to me, said, "I am very impressed about what you have to say about what labor does and politics, and I would like to volunteer my time." I have heard so many people tell me they would like to volunteer their time. It never just happens that way. However, I said to this woman, I said, "Well, the only way you can offer your time, where do you live?" She said, "Up in Northern Massachusetts." I said, "Why don't you call Arthur Osborn? He's the President of the Labor Council. Tell him you would like to volunteer some of your time."

I thought I would never see her again. About two weeks later Arthur called me. He said, "Where did you ever find this woman? She's fantastic." He said, "She's come down and is working eight or ten hours a day without being paid." I said, "You're kidding." He said, "No. She started on January 29th and here we are on September 29th, and she is still volunteering her time on a full-time basis."

We in the National COPE have a department that is called Volunteers in Politics. It's on the East Coast. Her job is to try to find volunteers to work for our political work. Those who do volunteer their time, we recognize them by giving them a certificate of recognition and a couple of small gifts. At this time I would like to do the same thing for your No. 1 volunteer, Frances Werta. If she would, please, come up here.

(Presentation of Certificate of Recognition.)

(Applause.)

SISTER MATCHKO: We also want to award her with this beautiful Quartz watch. (Applause.)

BROTHER OSBORN: I would like to just echo the statements of Madeline a little bit. I'm the person that Frances has been getting requests from. She came aboard in January. She comes from a solid union background. She was a union teacher in California. Her husband, who has passed away, was a union official. There has been union all around her since she was a little girl. She just couldn't sit idle. She had some time on her hands. She came forward and said, "Is there something I can do for the union movement?"

Well, as you know, we have been limping along ever since the last convention when our financial position became a reality, and we sure had plenty for her to do. She has been working as a volunteer. She has helped tremendously on the parade we put together, has helped tremendously on the coalition that I talked to you about of the citizens groups and community activities groups. She has just been an all-around great, great help. I don't know what we would have done without her. She's a marvelous person. I hope you just all take a minute and see her in the hallway or

wherever she is and say to her, "Hi, how are you, and thanks for helping us out in the union." Thank you. (Applause.)

Some of you, not enough of you, but some of you came to the Union Label Convention yesterday. We are hopeful with the new officers and the new programs that next year that will be a solidly packed convention. They worked very hard, and they have new national leaders, just like we have. They're part of the AFL-CIO.

Right now we have John E. Mara, Secretary-Treasurer of the Union Label and Service Trade Department. John is going to bring a good, solid message to you about the Union Label.

BROTHER JOHN E. MARA: President Osborn, members of the Mass. State Labor Council, I'm here to bring to you the greetings from the Union Label and Service Trades Department of the AFL-CIO. In so doing, I would like to call your attention to the signs we have on the outside of the tables advertising or asking you to look for the Union Label. Also, across the hall, across the hotel, as you see, is the site of yesterday's Union Label Convention, and you will see on display there are many union-made products which will be given away on Friday of this week.

Now that show or the display of give-aways is a small version. I don't mean that disparagingly of the National Union Label show which is put on every year. It was last held in Boston back in 1952. It will be in St. Louis next year. You can see the workmanship and products of American labor. However, that is not the only task of the Union Label Department over the past eight Labor Councils.

President Tobin, Eddie O'Neil are newly elected in that department. They're facing a job which is to go around the state promoting Union Labels which has become more and more important today. They're going to need some assistance from you. Their affiliation is only a small percentage of the total possibility.

You have all heard of the story of the man awakened in his bed by his Sony radio, drives a foreign car, wears Korean shoes and complains about all the imported products. The Washington Post carried an article entitled "Buy American." Perhaps, the article was carried in other newspapers. It was a somber, if not somberly, piece. You see Lee Iacocca advertising Chrysler. Thirty percent of the Chrysler cars have Mitsubishi engines.

We all know that black & white TV's have disappeared, but you can still buy an American-made TV. I use the word "made" in quotations. Zenith is a popular name. It's always American-made. They advertise now that all of Zenith color TV's are assembled at a factory in Springfield, Missouri. Again, I use that word "assembled." Parts are brought in from all over the world.

There is now a bill in Congress right now that would assure that if some product is assembled and not totally made in this country, at least a given percentage of what goes into that product will be American-made. Foreign cars have 34 percent of the market.

As a point of interest, you might have seen the President on TV last night talking about buying American-made automobiles, et cetera. I received a report stating that out of a staff of approximately 493 working out of the White House, 233 of them drive imported cars. That is a pretty sad commentary.

The shoe industry. Today 62 percent of the shoes you see on sale in stores come from overseas, which leads to a sad fact of life. We buy foreign products for one reason or another. We can complain about it or we can do something. We can seek government help and protection. We have done so, but the Government is not going to help.

The Cabinet members or their advisors are all so absorbed with the grand plan that men like Paul Samuelson say the goods flow naturally. It doesn't work.

Quoting Lee Iacocca, I think he was in Parade Magazine about two weeks ago complaining about the automobile industry, "Every other country in the world does protect its basic domestic industries except for the United States." He concluded by saying that he's proud of his heritage, but, as his mother said to him, be proud, but don't be dumb about it. That is what is happening to us. We have got to do it ourselves. No one feels the indignation until he or she loses a job, and then that person screams. No one can be sure of being secure from the onslaught of imports.

The steel industry has been badly hurt. Automobiles you know all about. I told you about shoes. TV, you all know about that.

In the AFL-CIO News I read film cartoonists are on strike. One of the issues is the employers' demand for the right to contract out work for low-wage area artists or overseas, so the cartoons can be brought from overseas back here and reproduced and used. It can happen to anyone. We'd better help our sisters and brothers. More and more we are starting to overcome.

I was at the National AFL-CIO convention a few weeks ago. The Buy American Committee passed a resolution throughout the state to try to get Buy American campaigns all over the state which is because more and more people are being affected. I hope your convention considers the action when a Buy American campaign is brought before you.

You have ten state Union Label Councils within Massachusetts. We invite and encourage all central bodies to consider applying for Union Label Committee charters to the AFL-CIO. The Joint Council will have available services and facilities of the AFL-CIO Department which have financial subsidies and giveaways just to promote the Union Label.

In the Globe there was an article listing the trade deficit for the month of August at 7.1 billion dollars which is the highest in history. One statement in that article says that Americans are buying more and more. We have to be sure that those products are American-made. It is our job. It is going to be your job to convince your government and your family to get that message across to save American jobs, that you be sure to buy American. (Applause.)

BROTHER OSBORN: Thank you very much.

We have with us as guests three trade unionists from Northern Ireland. They're visiting Boston, Mike Doherty, Hugh Carson, Michael Cassidy. They're hospital workers.

Would you step forward? (Applause.)

We hope you will join with us in a little hospitality later on and sit down and trade stories.

At this time I would like Madeline Matchko to come back for a few words about COPE and her duties and the things that she is helping develop right now.

Madeline, if you want to say a few words.

SISTER MADELINE MATCHKO: This was addressed to you this morning. Tom Donahue mentioned some of the new developments, techniques of the developments, of the AFL-CIO to our COPE program that I would like to share just a few of them with you, starting with the computer.

I don't think there is a mechanical device that is more appropriate and more successful than a computer. In 1955, after the merger of the AFL-CIO and the two political departments, PAC, the CIO and labor leaders for political education of the AFL, emerged into a common political education.

When we started our education program, in

developing a program to help and sit down and hear our enemies, we started a program to write to our members urging them to vote, urging them to register and so on, so forth. This was all done manually. We had to sit down and address letters, stuff envelopes and what have you. Then we came to the computer age and made great strides. Since that time we have developed and more updated the computer which is an instrument that is just second to none.

In states where we have a full computer program, like the State of Connecticut, for example, and many, many other states, we have been in the program for sixteen years, so it's been projected as far as it can go.

Let me give you some of the uses that we find in the computer. For example, every union member in the State of Connecticut is on a computer, not only his name and phone number, but also the voting district they live in, whether they're registered or not, whether they're affiliated with a party or not. Since that time we have also developed a system which now identifies our retirees. We now can give you from the computer a sector division which we never did before. In other words, from here on, anybody who is fully involved in the computer, if you're going to take an endorsement in a certain congressional district, let's say, in a primary, you ask the computer, I want the names and addresses of every new member that lives in that congressional district, and you'll get it like that. If you want to know the unregistered voters in your local union, that can be given to you. So we cover a very sophisticated computer program.

Now I talked about dividing into sectors. We have found in the past, if we did the mailing to our members, which incidentally has changed tremendously also, going back to the old days we had to address an envelope by hand. You have to start two months before the election. Again, we have 155,000 members. We had to start two months before the election to address these envelopes and seal them and take them to the Post Office. Today the President of the Labor Council dictates a letter, takes it to a mailing house at eight o'clock in the morning, it is sealed, addressed, separated by Zip Codes and is gotten to the Post Office at the end of that day.

We have changed our mailing procedure. In the past we drew up a letter, and the letter was the same for every member that we mailed it to. Now, as I mentioned, we separate by sector which I think is extremely important. We have a new kind of letter. It's called a "uniongraph." It looks something like this. It's very attractive and has the name of the AFL-CIO on the top here. It states whether you're a union member. It's a personal letter, Dear John, Dear Eric, whatever the case might be. The first two paragraphs of the letter, for example, relate to Reaganomics and what it's doing to the working force of this country. Then we have a space at the bottom for text. In other words, if this letter is going to a teacher, we can talk about tax credits and how a candidate voted for or against.

We've come a long way developing our mailing system also. This is done in Boston. It's called "lazer prints." It's cheaper to do the actual mailing.

We have also got into precinct targeting where we can develop or find out each area of voting patterns and whether we should work strenuously on the vote in that area as compared to some other area, which is also starting with our COPE program.

Our polling, we identify who the candidates are, are they for the candidate, are they against the candidate, what do they represent. If the polls show that a particular congressman has done quite a bit to help the industry, we can let people know.

A lot has been done and a lot more is still being done to strive as hard as we can to make this COPE

program one of the finest political programs in the nation. Here in Massachusetts you will vote on the last day whether to come into the program. A lot of work has been done by your officers, some in the central labor body, but you still have a hell of a lot more work to be done. With your cooperation, with your officers, starting November 3rd, I'm looking forward to the 1984 election.

Here in Massachusetts you have a lot of Democrats who go along with Republicans. You can have priority primaries in some of these states to get rid of some of those guys who feel because they live in a solid Democratic district they will be re-elected. You can do precinct targeting and you can do your job to let them know you're around. So I urge you to do whatever you can to cooperate with your officers in this endeavor. Thank you. (Applause.)

BROTHER OSBORN: Thank you, Madeline.

At this time I have a couple of announcements.

The Credentials Chairman has asked me that all the delegates from Local 509, SEIU, please, report to the Credentials table immediately.

At this time I would like to give a little recognition. We have the Harvard Trade Union Program which you have sent many, many letters to our distinguished Massachusetts labor leaders over the years. It's run by Joe O'Donnell, who you're all familiar with, the Chairman of our Educational Committee. Joe has arranged — this is a worldwide program — to have with us some guests, some students, who come from all over the world. They're here with us today showing their respect to our great union movement. Among them are two from Australia, three from Korea, one from Germany and one from Domenico. I wish they would stand at this time, so we can give them our warm welcome here in Massachusetts. (Applause.)

You heard our Union Label representative, Brother Mara, talk briefly about the Content Bill sponsored by the United Auto Workers. I'm not going to go into it because the speaker that I am about to present to you will do that in expert fashion. I will tell you this, that it's a new beginning, a new philosophy. It is changing fair trade. I am one that is a hundred percent for it.

To bring to you the message from the United Auto Workers, I will now present to you Ted Barrett, Regional Director for the New England and New York area Auto Workers and our Vice President of the Mass. AFL-CIO.

BROTHER TED BARRETT: Thank you, Arthur.

Let me first say that the United Auto Workers has now been joined back into the house of labor here in Massachusetts. We're proud to now, our first state, join back with the AFL-CIO. We're very proud of that fact. (Applause.)

I would like to share with you some of the problems that are taking place in the auto industry and support your help as trade unionists and as people who are beginning to understand that, if we do not do something constructive very rapidly, if we do not get involved in building and keeping what is being built in this country, we are going to become again a colony of the world rather than one of the leading countries of the world.

Let me state to you one of the programs the UAW has been sponsoring for other trade unions around this country, and let me ask that you support us in this endeavor. I am talking about the bill that we have submitted to the House of Representatives in Washington that has now been placed out of committee, House Bill 513, where we have in excess of 325 of our Congressmen who have signed that bill and, if and when we get that to the floor, as they intend to do in the next few days, we expect that will pass the House.

We are having a little bit of difficulty in the Senate

in that where we have 19 Senators who have signed on, in fact, one of your Senators, Senator Paul Tsongas, he will be there when the chips are down and when push comes to shove; at the moment, however, he has not signed on. Those of you who haven't checked with him for several days, I would appreciate it if you would bring it to his attention.

Let me tell you what the Content Law is. Content Law is a bill which is a proposal which will provide that a certain percentage of cars — right now a number of cars are built by foreign manufacturers — that a percentage of that has to be built in this country. Let me say that in every single industrial country there is some kind of Content Law. The exceptions on that are Canada and the United States. We need to understand and have the rest of the world understand that, although we are leaders in free trade, that with free trade we must have our own affairs.

What is actually happening to this country today is that we are being overtaken by the Japanese auto manufacturers. They are beginning to move into the market to the point that a great number of Americans, American labor, are being hurt. For example, at the moment, the Japanese have 29.6 percent of the automobiles sold in this country. For each one percent which the Japanese move up in that scale, it puts slightly over 10,000 auto workers out of work. That, of course, is very important to us and should be, of course, to you.

But more important to you, it seems to me, that when 10,000 auto workers go out of work, 36,000 other people also go out of work. Statistically, it shows that for every one percent that the Japanese increase their sales capacity on sales in the United States, we lose 10,000 UAW auto workers' jobs and we lose 36,000 other jobs involving steel, glass and all the other basic industries.

It's time we get together and get people to understand we don't want to tolerate the idea and concept of having them ship their automobiles over here and not be allowed the same kind of trade-off there. For example, we have been out-stickered, out-manuevered, out-negotiated in every possible sense by the Japanese Government and sometimes by the Japanese tradespeople.

What they have done, for example, if you ship a car to Japan which costs \$6,000 in this country, it costs them seven to twelve thousand dollars by the time it lands over there. So you're not going to be able to buy too many \$6,000 cars when it costs up to \$12,000 to buy it. If we were to do to them what they do to us, you would think a Toyota was a novelty and Datsun was non-existent. For this country there is a \$300 charge when they land, and that's it. So they sell their cars here.

In Japan, they have many, many trade restrictions. Until just recently, as a matter of fact, they are so restriction conscious that an American-made car could only be advertised in English, and you can imagine how many Toyotas they would sell in the United States if they could only advertise in Japanese. So what we're really saying, we need to have some kind of fair trade that goes with free trade.

I'm not too concerned with Mishobishi or anyone else when it comes to buying a car, but I am concerned with the Jones on Main Street buying a car. If they're going to be sold in this country, they should be built in this country. The American automobile companies do not maintain a competitive edge. They let the Japanese come in and let them maintain that competitive edge. Let the competition and free trade go on, but, if they're going to sell it to this country, they are going to build it in this country.

So we provide a law that says, in essence, if you

build less than 100,000 cars, that you need not have any of them built in this country. 100,000 cars. That goes up to 90 percent of the cars, 500,000 cars, of any manufacture made in this country, that 90 percent of that car should be made in this country. In other words, if they sell 500,000 Toyotas, then 90 percent of those Toyotas would be built in this country. The same with Datsun and any other foreign car. That is the start as related to the auto Content Law.

Obviously, you need to look at the whole situation as related to other industries as well, but we need to zap somebody. We are going to take the fight over. We ask you gentlemen to take the fight over. If we could get this Content Law in the Senate, as I'm sure we can through the House, then I think we will be able to build other kinds of Content Laws that require that other things that are sold in this country are to be made by American workers.

I say to you it is time to stop being a sap and start being concerned with our own welfare, not at the expense of workers around the world, but with the thought our own people need to be put back to work. For, if we do not have jobs, we do not have any kind of stability. We could not have stability, we could not have the Union; and, if we do not have labor unions, you know what that would mean in this country. So although I am not very hopeful we will get it through the House, I am hopeful we will get it passed through the House. I am hopeful with your help to get it passed through the Senate. If we get it signed in this year, we sure won't have any difficulty signing it next year. If we can't get it signed next year when we change what we had before, we sure as hell need a new Democratic President that has some policies that go hand-in-hand. (Applause.)

We have asked and received permission from the Executive Board of the AFL-CIO to put a table out in the hallway. I'm sure most of you have seen that table. On that table is information about the Content Law. I won't go into detail on it here because I'm sure as you leave you can pick up those pamphlets and read them and get word out, but also on that table are the petitions. We have several petitions all over this country. We have literally hundreds of thousands of full pages of American signatures asking that the Content Law be passed. We have even asked that you take a Content petition to Senator Paul Tsongas and other members in Washington who have not yet signed on and get them signed on and to impress upon the Government the need to have this done. We will also be passing out extra blank copies of that Content Law. We would ask that you have it signed in your local unions or chapters or your local lodges or whatever. We would ask that you send this on to the office of the UAW in Natick where they will forward them to the proper address in Washington.

We ask you to do this not only to help us auto workers gain some type of recognition on this bill, but we ask you to help yourself. As I have said earlier, if we do not find a way to help put Americans back to work, if we do not find a way to keep heavy industry in this country, if we do not find a way to stop the shipping out, then, God forbid, some small countries are attacked in some way or, God forbid, we have some small, unsolved skirmish, because at current rates, out of all the money we've spent on the arms race in Washington and around the world, we will rapidly disappoint the hands of quality. We're in one hell of a shape when you do that. So we ask you to help. We need your help. Help us and we will help you.

Only with this kind of legislation can we put America back to work and have jobs available. This is what we first need. Thank you very much. (Applause.)

BROTHER OSBORN: Thank you, Ted.

I think we will all remember the word "Content" when we leave here today.

FROM THE FLOOR: I wonder how Mr. Barrett feels about the Volkswagens that are made in Pennsylvania?

BROTHER OSBORN: He wants to know how you feel about the Volkswagens made in Pennsylvania.

BROTHER BARRETT: Let me say, the Volkswagens made in Pennsylvania can be very easily distinguished. They're made by UAW members, and they're a good, solid car. I urge you to buy any car made in this country by American workers, whether they're organized or not. If they're made in this country by American workers, they should be bought by American people. (Applause.)

BROTHER OSBORN: All this really means is that as the foreign worker progresses through the extra sales of products in our country, that we will be able to go along and press with them, we will share with some of their fortunes.

We have a couple of late-filed resolutions, as you know. The rules are, in order for them to be accepted by this Convention and referred to committee, we must have a three-quarter vote of the delegates here. I would like to read to you a couple of short resolutions to see if you want them referred to the Resolutions Committee.

The first resolution they have handed out — by the Constitution, under the laws of this Convention, you must have 1200 copies passed out, so the delegates can look at them. This one is from the Hotel and Restaurant Workers, Local 26.

"WHEREAS, Local 26, Hotel, Restaurant, Institutional Employees and Bartenders Union, AFL-CIO, has started contract negotiations on behalf of its 4,000 hotel members who work in the Avery, Boston Park Plaza, Bradford, Colonnade, Copley Plaza, Copley Square, Essex, Howard Johnson, Lenox, Logan Hilton, Parker House, Ritz Carlton, Sheraton Commander, Sheraton Tara, and Sheraton Boston Hotels, and

WHEREAS, the current Agreement expires on December 1, 1982, and

WHEREAS, these brother and sister Union members deserve the support of organized labor in their struggle for fair treatment and decent living standards,

THEREFORE, BE IT RESOLVED: That this Convention supports Local 26 and its members in their current negotiations for justice." (Applause.)

Do I have a motion to refer to the Resolutions Committee?

(Motion made and seconded.)

BROTHER OSBORN: No further discussion at this time? We'll move on the vote.

All those in favor say, "Aye." All those opposed. We will refer that to the Chairman who happens to be sitting here.

The next resolution, late-filed resolution, and copies have been distributed to the delegates, is sponsored by the Massachusetts Federation of Teachers.

"WHEREAS, Union dues are considered tax deductible items under the Federal Income Tax Codes, THEREFORE, BE IT RESOLVED, that the Massachusetts AFL-CIO file and support legislation to provide that Union Dues be treated as a deductible item on the Income Tax Laws of Massachusetts."

That has been submitted by the Massachusetts Federation of Teachers.

Do I hear a motion to submit this to the Committee?

(Motion made and seconded.)

BROTHER OSBORN: We will move to the vote. All those in favor say, "Aye." All those opposed. So ordered. Thank you.

At this time we will have the Resolutions Chairman come forward for the duly submitted resolutions for your perusal and vote.

Jack Taylor, the Chairman of the Resolutions Committee.

BROTHER JACK TAYLOR: Thank you, Mr. Chairman.

We will go to Resolution 19 in our book. We are taking that out of order because we have a person here who wishes to speak on this who has traveled a long way. The Resolutions Committee made a slight amendment. We will read that to you.

Resolution No. 19, Support of American-made Optical Products:

WHEREAS, the United Optical Workers Union, Local 408, IUE, AFL-CIO have many organized retail establishments and laboratories throughout the United States;

WHEREAS, they seek the support of the Massachusetts AFL-CIO Council, and its affiliates to have their membership patronize only those optical establishments that are unionized;

WHEREAS, non-union establishments have created keen competition for those who are organized and are paying substantial wages, plus fringe benefits such as contributions to the Pension Fund, Blue Cross, Major Medical and et cetera;

WHEREAS, non-union establishments do not have any of these better wages and working conditions;

BE IT RESOLVED, that the Massachusetts State AFL-CIO Council has recommended that their membership buy American-made optical products and eyeglasses prescribed by ophthalmologists, optometrists and opticians and that the products be fabricated in unionized laboratories.

That resolution is presented by the United Optical Workers Union, Local 408, IUE, AFL-CIO.

The Committee recommends adoption by the body, and I so move, Mr. Chairman.

BROTHER OSBORN: You have heard the recommendation of the Resolutions Committee. What is your pleasure?

BROTHER SIDNEY PASLOW: Mr. Chairman, am I allowed to speak on the resolution?

BROTHER OSBORN: Yes. Will you identify yourself for the record?

BROTHER PASLOW: Sidney Paslow, United Optical Workers Union.

I have served this Union for 50 years. My last 50 years out of 77 years I have been in this Union. We have a lot of problems, each and every one of us, and each and every local union has a problem. There is one way around it.

No matter what kind of law is passed, it seems that most of the time we have one hell of a time to try to get ahead. We started off with the old NRA. Then came the National Labor Relations Board.

It seems every time we make some headway, it seems that every time that we move ahead, something crops up that is going to be an obstacle, and, therefore, we must live together and make sure we remove these obstacles.

Local union or international unions have watchdogs in your membership, bear in mind that in recent years a new monster has arisen. One is a consultant. The other is an associate. Then there is another. They come to the Welfare Fund all so sweet and all so lovable. They say, "Well, we can send the Fund a lot of money. We have an optical program that can make you some money and give your membership the kind of things that they need to live, eyeglasses to see."

What happens is that they go ahead and they make a deal with the labor unions whereby, for a price, they can get glasses for their membership.

What they don't tell you is what kind of program, what are you getting? You're getting imports. Imported frames, imported lenses. But that is not the biggest gimmick. The biggest gimmick is when they have the "Send the work out." Where the hell do they send the work? Not to a union laboratory. They send it down to Texas, down to Florida, Virginia, the south, North Carolina. This is the kind of things where these employers have these employees who do not make any kind of wages comparable to what we have taken 50 years to build. They give them low wages, no Health or Welfare Fund, no pension, no sick days. Oh, I could go right on down the line.

Let me tell you something. That's where the gimmick is. He not only gets paid from the Union Funds for his services, but he also gets it from the other end, from the laboratories. Look for these kinds of consultants and these kinds of associates. We have to be careful that no matter where he gets his glasses from, make sure that customer says, "I want my glasses fabricated in a union laboratory where I know I will get quality, I know I can get the kind of service that I should have and in order to see straight." That is the only way they're ever going to get it.

We need your support. We need your help. We've got to make sure that our vision is perfect. That is one of the things in life that is vital. We must be sure that we don't get the kind of pressure you see, blurred or what have you. Oh, they can con you. They can really con you. They can do a beautiful job. We have to make sure that in order for them to come here to the Convention and receive resolutions, you want to make sure that you see it straight.

All we say to you folks is don't be fooled. Don't be fooled. We have been around 50 years. I'm an optical worker in trade. Let's make sure that you vote to restore that everything is unionized, that your glasses are fabricated in laboratories that are unionized. There will be more coming in your direction as time goes by. We need the jobs. We have to survive. There is no other way out. It's just like you have to take care of a child who is born. It needs love and affection, for a man or woman, whichever the case may be. That is the way we have to survive.

In conclusion, I would like to say that just the way we see things happening here, and we have an election coming up, an election that means an awful lot to working people. That doesn't mean, if we are successful, that will be the end. There will be combat until they crush you. They love to crush you. They love to have you as a powder puff and push you around whatever way they want. (Applause.)

BROTHER OSBORN: Thank you very much.

Anything further on that motion?

We will move to vote on the Resolution 19, Support of American-made Optical Products.

All those in favor say, "Aye." Those opposed. Voted and so ordered.

I would just like to say that I know every delegate that has a resolution would like to bring it out to the entire AFL-CIO, but we do have a lot of resolutions. There is a rule which was adopted for five minutes. He was the first speaker on resolution, so I did not follow the rules. In the future, I would ask for your cooperation in trying to limit your remarks to five minutes. Also, in the future, if you could just remember the Hotel, Restaurant Workers and the Teachers are two very meaningful resolutions and are very compact. If you can compact the resolutions, people can understand what people are saying.

We will now go on to Chairman Taylor of the Resolutions Committee.

BROTHER TAYLOR: Resolution No. 1 has been referred to the Constitution Committee. The Resolutions Committee at their meeting yesterday prior to the moving of that resolution to the Constitution Committee did concur with it. That will come up at a later date by the Constitution Committee.

We now move to Resolution No. 2, Support for COPE.

WHEREAS, the legislative actions of the Congress of the United States and the Great and General Court affect the destiny of all our affiliates, thereby making it imperative that our concern be shown by continuous political activity,

WHEREAS, support for and election of labor's endorsed candidates is assurance of positive consideration of labor's programs, and

WHEREAS, the new Massachusetts COPE Target Program has increased our political visibility and power, and

WHEREAS, every effort must be made to deter those who would cause the fragmentation of labor and labor's policies,

THEREFORE, BE IT RESOLVED: That all affiliates support National COPE and the Massachusetts State COPE programs to ensure the election of "our friends and the defeating of our enemies," and

BE IT FURTHER RESOLVED: That the registration of our members and their families be a continuous program to assure maximum "grass roots" participation by labor in all elections.

The Resolutions Committee has concurred.

BROTHER OSBORN: You have heard the recommendation of the resolution. Is it seconded?

(Motion seconded.)

BROTHER OSBORN: Discussion?

All those in favor of this resolution say, "Aye." Those opposed. Voted and so ordered.

FROM THE FLOOR: Usually, in the past, where everybody has a copy, the resolve was just read. I make a motion we read the resolve instead of the whole resolution as we have in the past.

BROTHER OSBORN: If you want to refrain from going through the formal motion, I will take that as a recommendation to the Chair. If there are no objections, we will proceed in that manner. If at any given time someone would like to go into the entire reading of the resolution, we will do so.

BROTHER GEORGE McGRIMLEY: I think this resolution, Mr. President, requires the full participation of this Convention that is assembled. I approve of what you're intending to do this afternoon. I think that Mr. President, Mr. Arthur Osborn, Mr. Bill Clay, and now new Vice Presidents I want to say in front of all the delegates assembled, Arthur, Mr. Campbell, Russ Campbell, thank you for getting him a job.

BROTHER OSBORN: Thank you for your comments on that resolution, Brother.

BROTHER McGRIMLEY: I hope there is approval by acclamation. Thank you.

BROTHER OSBORN: We will now move to the next resolution.

BROTHER TAYLOR: Resolution No. 3, Support for COPE Activities.

THEREFORE, BE IT RESOLVED: That we urge the voter registration of all members and their families and their participation in all elections, and

We realize the necessity for the solidification of our members to defeat the threat of fragmentation of our strength, and

We ask our members for their continued contributions to the request for COPE dollars, and

We affirm organized labor's traditional policy of

avoiding entangling alliances with any group and of supporting worthy candidates regardless of parties affiliation.

Collectively working together in the interest of our fellow man, your Committee on Political Action can help ensure the election of our friends and the defeat of our enemies.

I move recommendation of the resolution.

BROTHER OSBORN: You have heard the recommendation of the Resolutions Committee. Is it seconded?

(Motion seconded.)

BROTHER OSBORN: Any discussion?

All those in favor say, "Aye." Those opposed. So voted and ordered.

The Resolutions Committee is requested by its Chairman to report to the lobby at this time.

At this time I hope everyone will give our next speaker their kind attention. She is working in a field that we have all sworn our support to of promoting female union members and bringing them into our family of labor. I know they have been here for centuries just like us, but they don't get the same fair shake. We have taken an oath to correct that. We are making great strides. One of the organizations in the forefront of that fight is the Coalition of Labor Union Women.

It is my deep pleasure to bring to you the National Treasurer of the Coalition of Labor Union Women, Gloria Johnson. (Applause.)

SISTER GLORIA JOHNSON: Thank you very, very much, Brother Osborn, Brother Carpenter, sisters and brothers. I am delighted to have this opportunity to share a few moments with you. I bring greetings from the officers and the Board of the IUE, my union, and from the coalition of Labor Union Women.

I want to spend just a little bit of time talking to you today about a subject very close to all of us. I saw your sign as I came in. I see the sign there, "Solidarity." I want to talk about women workers working for Solidarity.

Sisters and brothers, if ever Solidarity were needed, it's needed today. One of the greatest phenomenons this country ever faced, in fact, in recent years, has been the large-scale increase of women in the work force.

If we look just at the decade of the 1970's, we will see that a million women a year moved into the work force. In fact, in 1979 that number reached almost two million, until at the end of the decade or as we approached the '80s 45 million women were working.

The fact of the matter is that women have been drawn into the work place not as in World War II by temporary crisis, but by powerful economic and demographic and social focuses and far-reaching attitudinal changes. The bottom line, as we have discovered, of the Coalition, is that more women are working, more are remaining in the work place, and for one basic reason only. That reason is, sisters and brothers, I don't have to tell you, we need the money.

In 1981 there were almost 61 million families in this country. Of that number, 9.4 million were headed by women alone. In fact, the fastest growing family in this country today is the one headed by a woman. Of all of the married couples in this country in 1981, 56 percent of them have working wives. In fact, in 1981, for the first time, more than half of all women in this country 16 years old and older were in the labor force. Why? I repeat, the most compelling reason is we, our families, need the money. Of these working women, getting into some statistics we have

drawn up, the largest increase has been among working mothers. Of every two babies that are going to be born during the year 1982, one will be born to a working woman.

Yet, despite these realities, despite the fact that equal employment laws have been on the books for more than 20 years, working women find themselves the victims of indignities, sex stereotyping and underpaid. Despite efforts during the 1970's movement into non-traditional jobs, 80 percent of our sisters are still working in female-intensified occupations.

Despite increased education and work experience, the typical female college graduate earns less than the male dropout, high school dropout. For every dollar — you see this around everywhere — that is earned by a working man, a woman worker receives only 59 cents.

Despite the fact that working mothers constitute the fastest-growing segment of the work force, the United States remains the only industrialized nation in the world without a child care policy. In fact, the nation's supply of child care services lags so far behind its need that in the year 1982 up to seven million children under the age of 13, including preschoolers, have no care while their parents work.

Women continue to be hired into low-paying jobs where they are underpaid, undervalued and, unfortunately, underorganized. We continue to be victims of myths and of tradition that impact heavily upon us, keeping us from attaining our rightful place in the work force. These myths, sisters and brothers, are not new.

I just want to tell you a couple of them that go back quite a few years. Many years ago there was a Dr. Edgar Berman who recommended that women be kept from positions of power, and his reason was this: Because, sisters and brothers, women may periodically go a little berserk due to raging hormonal influences, whatever that is. Now let's look at today's version. Women shouldn't hold high positions because we are too emotional, we are too unreliable. That is what they are saying now.

We know there is another one, a German philosopher, who said, pardon the expression, brothers, that when a woman is inclined to learning, there is usually something wrong with the sex apparatus. Today's version, and I'm quoting from actual figures, women don't really want change. They do female jobs better, we have that special touch, that dexterity that keeps us and makes us happy where we are.

While he has long since altered his point of view, Dr. Spock — all of us remember Dr. Spock — is quoted as saying that biologically and temperamentally women were made to be concerned first and foremost in child care, husband care and home care. Today's version, we get it all the time, especially from the man in the White House, a woman's place is in the home.

There's no doubt that changes were made during the 1960's and 1970's, but I think everyone of you in this room would agree that there is still a lot of work to be done. Today we see progress stymied by an Administration which appears to have turned its back on the women of this country. Nowhere was this more evident when Reagan took the position that he was opposed to the Equal Rights Amendment. Now he came up with something I've never quite figured out. He said he was for the "E" and the "R," but he was opposed to the "A".

Now from that I would guess that what he was saying, he's for equal rights, but he hasn't done anything to prove it. He has made more than 420 ap-

pointments since he has been in office. Of that total number, 40 have been women. We're stymied by him who has clinched the failure of his economic policies on the backs of women. Unemployment is due to us, sisters and brothers. He said the other day at a press conference, you might have read it, that the reason why we have our high unemployment is because the number of two-worker families has increased. He said, ladies, I don't mean to place the blame, but you see what he's getting at: That old-time thinking which says "Keep them home, keep them happy, keep them pregnant."

Well, I've got news for Brother Reagan. If every one of the 45 million women who are now employed in this country were to return home, that would be no guarantee at all that the men of this country would be hard in their place. The basic reason is this: The basic reason is that the jobs that women are doing are of one nature and the jobs that men are doing are of another. That segregation has brought about problems, but in no way are we responsible for the unemployment, as he is attempting to put on our backs.

We are stymied by a President who reduces the already limited amount of funding for child care that were available and then has attacked those who, because they no longer have child care services, must return to their homes or, worse yet, to welfare.

We are stymied by a President who has reduced, if not destroyed, affirmative action and the implementation of equal employment laws. I refer to this. He has cut funds, reduced staff, eliminated regulations and appointed people to very sensitive positions who are insensitive to the needs of working women.

But Reagan's impact is not confined to Reaganomics. He has created a whole new philosophy, sisters and brothers, that we ought to recognize as being Reaganology which is about radical, social and structural change in our country.

By focusing exclusively on these economic inputs, we may be creating inadvertently a smoke screen while Reagan turns back the clock on justice for women, for minorities and for all workers in this great nation. By his very actions, he has created a climate of ultraconservatism and given legitimacy to racism and sexism.

I'm sure you have read where he said, in effect, "Pay no attention to what I say or what I do, but just believe that in my heart I'm going to do the right thing." We would like to tell Reagan, very frankly, that we don't know what is going on in his heart, we don't have the capacity for knowing that, but we do know his actions are destroying every iota of progress that we have made.

Brother, I'm going to finish my remarks. I was invited here by your Secretary-Treasurer, a person I have known for many years. I appreciate that invitation and the opportunity to visit with sisters and brothers of the labor movement. I am here on the podium also, as you may well know, with Peter diCicco, he served with me or I served with him on the IUE Executive Board. I have given almost 29 years of my life to the Union movement. When I have an opportunity to share a problem that is not a women's problem — Don't ever believe for one iota these are women-only problems. Trade unionists, all of us, are on the verge of total destruction, if we do not turn this thing around. I don't intend to give it up at this point. (Applause.)

There is no wonder that the polls now are talking about a gender gap that exists. We women constitute a major voting block, and, very frankly, we have shifted away from Reagan and the Republican Party, and that will be good news for all of us. (Applause.)

In the past, there was nothing different between the points of view of many men and women towards the President, but Ronald Reagan has turned it around. He has created a gender gap. In fact, women have taken a much harsher view of Reagan. In fact, in 1980 men backed Reagan 56 to 36 percent. Women backed him only by 47 to 45 percent. By August, '81, the gap had risen to 16 percent. If the predictions hold true in November, it's going to be the working women voting block that is going to turn this nation around. (Applause.)

We're going to tell Mr. Reagan to not underestimate the women in this country, just as you have underestimated the labor movement and all the workers in our great nation of ours. We are not going to take any more. We have faced crises before, sisters and brothers, and Solidarity is more than a fancy word or slogan.

In 1834, you remember your own history in Massachusetts, signaled by a ream of sister organizers, 2,000 textile workers in Lowell, Massachusetts walked out protesting the dismissal of a co-worker and a wage reduction of 15 percent and won. That is Solidarity. (Applause.)

In the same industry in Lynn, Massachusetts, 1,900 female stitchers struck a company, and the employers were so shook up by it they immediately reinstated the pay cut. That is Solidarity. (Applause.)

When we were concerned back in 1964 about what was happening to civil rights in this country, more than 500,000 of us joined forces in Washington, D.C., holding our banners high, singing "We Shall Overcome." We got the Civil Rights Act of 1964, and women played their part in that effort. That is Solidarity.

In March of 1974, just a few months after nine women met in a hotel or in the airport — quite frankly, not a hotel — in the airport in Chicago, just a few months after than more than 3,800 women unionists joined together in the formation of a Coalition of Labor Union Women hearing one of the greatest union members this country has ever produced, the late Myra Wolfgang, and sent out the message loud and clear to everybody in the labor movement, to everybody in this country and world, we didn't come here to swap recipes. That is Solidarity. (Applause.)

In 1981, led by the labor movement that became one of the largest groups of people in the world ever to assemble in Washington, D.C., when we came more than 400,000 strong, joined by Civil Rights groups, women's organizations, church groups, all organizations supporting the same cause, men, women, black, white, young and old waving banners for equality and justice, to send a message to Reagan we ain't going to take no more, and that was Solidarity. (Applause.)

Sisters and brothers, the coalition that we saw last year must be the coalition that joins forces again in November. We have learned through experience throughout history we cannot do it alone. When thousands of us march to the polls two by two, carloads and busloads, in November, less than six weeks from now, voting for justice, voting for equality, voting for what is right, putting into office those who are our friends and taking out of office those who aren't, sisters and brothers, that will be the true sign of Solidarity and who will be there giving their support, giving its fight, giving its strength, its expertise, because we believe that we can overcome. Thank you. (Applause.)

BROTHER OSBORN: Thank you very much. It was a unanimous vote of the entire 39 men and

women body of the Massachusetts AFL-CIO that wanted you here. That is for sure. I wanted to let you know it was a unanimous vote.

BROTHER JOYCE: I want to express my appreciation for the results of Resolution 14 in last year's proceedings, which resulted in \$400,000 being set aside in the education budget expressly for apprenticeship training. The results of the action of the Convention shows that \$400,000 is a line item in this year's budget for the first time in the history of apprenticeship. It is gratifying to know that our resolutions do bear fruit. Also, at this time, I would like to express my appreciation to the members of the Committee on Alcoholism who, in my absence at the seminar, did a yeoman job, and for that I am grateful, as are all of the people who will be the recipients of their good work.

BROTHER OSBORN: Thank you.

We have now an announcement. I may be found in Room 600 at the close of this session with some friends. I know you're all my friends, so, if I see you up there, I would love to see you wearing one of our buttons because they're on sale out there to support COPE, right out in the lobby. Don't forget it. We only have about 60 sold. We have about 600 more to go. Support COPE. Take it home and show it off.

We're going to move right along. We are near the close of our session. Please, stay with us. We are going to hear an important message brought to us by the American Red Cross. They're there when the tornadoes are there, when the hurricanes are there. They're there on the blood drives, any type of extreme emergency you can think of. I think everyone in here has been touched somewhere with help from the American Red Cross. At this time I would like to bring to you Dr. Peter Page, Chief Medical Director of the American Red Cross; Boston, Massachusetts, headquartered in Dedham.

DR. PETER L. PAGE: I must say I appreciate the way I was invited to come speak to you at your meeting here.

Representing the Red Cross I am deeply honored to be invited to speak at your 25th Anniversary Meeting. Labor has always been an important part of the blood program in Massachusetts, ever since its beginning in 1948. So the Red Cross is now approaching its 35th Anniversary in Massachusetts. Throughout these years, and ever more today, labor remains an important part of the blood program and of the Red Cross in many ways.

First, labor leaders, including AFL-CIO, are directors of Red Cross Boards across the State of Massachusetts.

Second, the blood program union member staff are responsible for the collection, processing (by Massachusetts hospital workers), and delivery of virtually all the blood to hospitals throughout the Commonwealth of Massachusetts.

Third, in 1981 in Massachusetts more than one-third of blood donors gave blood at their plant or place of work, and many more labor union donors gave in community drives and at fixed sites. Red Cross donor rooms across the Commonwealth. The support of labor for the blood program has clearly been increasing during the current calendar year of 1982, and I expect that this year labor support will account for approximately forty or more percent of the blood collected in this region. Blood collected in the work place represents the most efficient collection of blood in our region. Blood mobiles at the work site produce more donors per visit individually, and on the average, than blood drives in other settings, such as schools and community groups. This is a major contribution to keeping the cost of health

care down for Red Cross and for hospitals in Massachusetts, by more efficiently utilizing the blood collection staff. Across the United States last year it was estimated that fifty percent of all voluntary blood donors came from the labor force. This year in Massachusetts this percentage will be approached, if not exceeded.

People in Massachusetts should be proud of their blood program. The American Red Cross Blood Services - Northeast Region is the largest of all the Regional Blood Services in the United States, four hundred thousand blood donations each year result in over seven hundred thousand blood products for transfusion in the region each year. Over 95 percent of all blood transfused in the almost 200 hospitals in Maine and Massachusetts is handled through this system. The Red Cross in this region participates actively in resource sharing across the United States with Red Cross Blood Services Regions, as well as with non-Red Cross regions. The Northeast Region has taken initial steps in and is a prime example others have followed of cooperation between regions within the United States which results in the most efficient meeting of blood needs all across the United States, so that whenever blood is needed by patients, it has been available. Through community support, thereby, the healthy have donated blood in order to provide for the sick at all times it was needed.

In Massachusetts, the blood program is also unique in a number of ways other than in just its size. In Massachusetts free Rh Globulin is provided for Rh negative disease of the newborn. This is a cooperative project involving Red Cross, volunteers, and the State of Massachusetts. In addition, provided free for the residents of Massachusetts, is the new Varicella Zoster Globulin, which is produced from blood donors in Massachusetts. As a matter of fact the blood donors in Massachusetts provide the entire world supply of this new product which can prevent death and severe sickness due to chickenpox in children with leukemia. In addition blood donors in this region provide the necessary material for testing in support of bone marrow as well as kidney transplantation. Through its efforts, the Red Cross maintains adequate supplies of rare donor blood and encourages their contribution to this important special program.

Cooperation of the AFL-CIO with the Red Cross has made all these advances and services possible. A few years ago the AFL-CIO and the American Red Cross entered into a formal agreement, which recognized that by working together each may help those who need the services and assistance provided by the Red Cross. The agreement reads in part, "The AFL-CIO and the American Red Cross Blood Services have cooperated for many years to establish blood services throughout the nation. Both parties agree to continue to work for a regionally based, nationally coordinated, voluntary, non-profit blood system in which consumer interests are represented and served. Representatives of the AFL-CIO Department of Community Services will be invited (and have been invited) to serve on American Red Cross committees whose functions are to promote or organize such a system."

Well, where do you come in? Each of us can donate blood at work or in the community. The Red Cross Blood Mobiles visit more than 5,000 communities and business groups each year in this area. Please bring a friend with you the next time you donate. It must be stressed that there is an ongoing need for blood, every day. Not only for emergencies and disasters, but nowadays blood transfusions are a necessary part of ongoing medical care. In the

Boston area alone well over 100 donors are needed per day to support open heart surgery patients alone. Blood needs every day are about 1200 units for this region alone. If you're not sure when or where to donate blood, please call the Red Cross Chapter or Blood Services for more information.

Thank you once again for inviting me to speak at your 25th Anniversary. I look forward to continued years of the American Red Cross and the AFL-CIO working closely together on the local, state and national levels.

BROTHER OSBORN: While it's fresh in your mind, if the Chairman doesn't mind, I will just quickly identify the motions. It will be one by the Restaurant and Hotel Workers. The other one is by the Teachers.

BROTHER GEORGE McGRIMLEY: For the Teachers —

BROTHER OSBORN: I'm not going to recognize you, Brother George. Please, be a good guy and a good brother and a good trade unionist and talk to me after the meeting, please.

BROTHER GEORGE McGRIMLEY: Mr. Osborn —

BROTHER OSBORN: George, you're out of order. You're not speaking on Local 26's resolution.

I've read it before. What it basically says is that Local 26, Hotel, Restaurant, Institutional Employees and Bartenders Union, AFL-CIO, has started contract negotiations on behalf of its 4,000 hotel members who work in the Avery, Boston Park Plaza, Bradford, Colonnade, Copley Plaza, Copley Square, Essex, Howard Johnson, Lenox, Logan Hilton, Parker House, Ritz Carlton, Sheraton Commander, Sheraton Tara, and Sheraton Boston Hotels, and

WHEREAS, the current Agreement expires on December 1, 1982, and

WHEREAS, these brother and sister Union members deserve the support of organized labor in their struggle for fair treatment and decent living standards,

THEREFORE, BE IT RESOLVED: That this Convention supports Local 26 and its members in their current negotiations for justice.

Mr. Chairman, what is the pleasure of the Committee?

BROTHER TAYLOR: The Committee concurs. They move that the action of the Committee be the action of the Convention.

BROTHER OSBORN: Do we have that seconded?

(Motion seconded.)

BROTHER OSBORN: Any talk on the motion?

BROTHER DOMENIC BOZZOTTO: May I say a few words? I am Domenic Bozzotto, President of the Hotel, Restaurant, Institutional Employees and Bartenders Union, Local 26.

Brothers and sisters, I just want to let everybody know here that we have a master Agreement with 15 different hotels in the City of Boston, and negotiation is ongoing now. Our contract expires November 30th. Hotel owners have made no secret of the fact they want to try to bust our Union.

Some of the reasons that has come about is because since our election year a year and a half ago we have delved into the Health and Welfare in our Pension. For example, hotel owners contribute 16 cents per hour to our Pension Fund. I'm sure you realize how small an amount that is. But since they've been contributing since 1963, there has never been an audit of any hotel of how much money is included in the Pension.

As soon as we demanded an audit by law, they wanted to eliminate both the Trust and the Union.

We have a Health Plan of 4,000 members in it today. It only services 15 members a week. So you can tell from that that it's underutilized and they're really stopping the members from using the Health Care.

We have already asked for investigations into this, asked for a full report. We have John Hancock which took our money over the past five years and returned a minus four percent on investments of \$6 million. There has been no audit. So they have determined they want to eliminate that and also eliminate the Union. I am going to need your support and need your physical support. We are out on the street. Thank you very much. (Applause.)

BROTHER OSBORN: We have the motion. All those in favor of this motion say, "Aye." All those opposed. So voted and so ordered.

Tax deduction for Union Dues, Massachusetts Federation of Teachers.

WHEREAS, the Union dues is considered a tax deductible item under the Federal Income Tax Codes,

THEREFORE, BE IT RESOLVED: In advance of AFL-CIO advice in support of legislation to provide Union Dues be treated as a deductible item on the Income Tax Laws of Massachusetts.

This was submitted by the Massachusetts Federation of Teachers. What is your pleasure?

(Motion made and seconded.)

FROM THE FLOOR: Move the question.

BROTHER OSBORN: The question has been called for. If there are no objections, we will move to the vote.

All those in favor say, "Aye." All those opposed. That is voted and so ordered.

I would now say that we have done a lot today. We have heard a lot of good speeches and messages from our brothers and sisters and guests. I thank you so much for your overall cooperation, and I look forward to seeing you in the morning session tomorrow. Thank you so much. Good health and God bless you.

(Whereupon, at 4:00 p.m. the 25th Annual Convention of the Massachusetts AFL-CIO recessed until Thursday, September 30, 1982, commencing at 10:00 a.m.)

ADJOURNED SESSION September 30, 1982

The Adjourned Session of the 25th Annual Convention of the Massachusetts AFL-CIO Council was held in the Park Plaza Hotel, Boston, Massachusetts, on Thursday, September 30, 1982, commencing at 10:15 a.m., Brother Arthur R. Osborn, president of the Council, presiding.

PRESIDENT OSBORN: I now call the Thursday morning session of this 25th Massachusetts AFL-CIO convention to order.

At this time we will call on Reverend Edco L. Bailey, who is the Associate Director, Ecumenical Development, Massachusetts Council of Churches. He's also a neighbor of ours, office is 14 Beacon Street.

Reverend.

REV. EDCO L. BAILEY: Good morning. I want to welcome you to the second day of your conference here. I hope that you have a very meaningful day in the things you are about at this place.

Shall we bow our heads in a moment of prayer. Gracious and eternal father, it is you who has brought us from our many places across this state to this hour and to the business that this hour calls us to. We are

glad to be here. We are glad that you have strengthened us to come to this place.

We pray, father, that you would cause us to address with seriousness those things that are before us. May we also have excellent fellowship as we dwell with one another. You have taught us of the strength of unity and we pray that we may ever know that strength and those things that make our lives better and that improve your kingdom.

We pray for our families, for our friends, for our employers. We pray for all whom our lives touch that we and that they all might know your blessings constantly in the days here and in the days to come.

Cause our minds and our thoughts now to be directed to you and to be endowed with grace in all that we say and all that we think and in all that we do so that we might go from this place all the better.

And for all of these blessings we pray in the name of your son, Jesus Christ. Amen.

PRESIDENT OSBORN: At this time I would like to have the Credentials Committee make a partial report. May I have your kind attention.

SISTER ELINOR KING: Mr. Chairman, delegates to the 25th Annual Convention of the Massachusetts AFL-CIO, this is the first partial report of the Credentials Committee. As of 3 p.m. Wednesday, September 29, there were properly registered 488 delegates from 109 local unions representing 120,840 members.

The committee recommends adoption of this report and I so move, Mr. Chairman.

PRESIDENT OSBORN: You heard the report of the Credentials chairman. It's a partial report as of three o'clock yesterday. Do I hear that it's seconded that we accept this report? All those in favor say "aye." Opposed. It's a vote and so ordered. Thank you.

We have now listed as our next speaker one of our brothers who you heard say a few things on his resolution yesterday on a very serious situation. I'd like to bring him forward now, the leader of Local 26, Hotel Restaurant Workers, Dominic Bozzotto. Dom. (Applause.)

BROTHER BOZZOTTO: Good morning, brothers and sisters. Nice to be here. I want to thank Brother Carpenter, Brother Osborn for the opportunity to speak to everyone.

Local 26, the Hotel Restaurant Workers, we are engaged now in renegotiating our master agreement. We represent close to 4,000 workers in 15 major hotels. Local 26 is one of the oldest unions in this country. We are one of the very first cooks unions to ever be formed. We have the original bartender's charter in this country. So we are an old and established union.

The corporations we have to deal with are Equitable Life, John Hancock, Hilton Inn, Sheraton Corporation, ITT. Some of the owners we have to deal with are Roger Saunders and, of course, Allen Tremaine.

But the person who is in charge of these negotiations, the chairman, the person that speaks for the hotel association, is a lawyer that's well known as an anti-union and a union buster, and that's Sweet Louis Chandler. I think many of our brothers and sisters know him from his reputation.

The hotels have made it clear that even though they have had a very sweet relationship with this union for the past 20, 25 years, that this relationship has to come to an end because of the election that was held in 1981 where the membership decided that things had to change.

I just want to give you some examples of what we are looking for and what we have to go through, because I'm sure everybody is aware, for example, in this hotel here, the maid that makes up your room, the

room that you pay anywhere from \$65 a night to \$125 a night, she has to clean 16 rooms a day, each room has to pass a military inspection.

She gets no breaks. She has to work eight and a half hours to get paid for eight. When she goes down to the cafeteria for unpaid meal break she has to pay for her meal while people around her are getting their meal free.

And all this for \$4.50 an hour. We have to bring the hotel workers into the 20th Century. There's only a couple of benefits. We have a health and welfare trust and a pension trust that was set up in 1963. And as of 1982 the glorious sum of 16 cents per hour is put into our pension fund and 16 cents per hour is put into our health fund.

After our election one of the demands we have made in the contract negotiations is the books of the hotel for those contributions should be audited because they have never been audited since the inception of the trust, and the hotel's answer was they want to abolish the trust. Of course, they want to abolish the union.

We have over 3,000 members in the pension plan. We have a little over 300 collecting a pension. We wanted those figures checked. The hotel wants to abolish the trust. They really want to abolish the union.

There has only been one pension booklet printed, and that was in 1963. No union member has ever gotten a pension booklet nor any information on their vested rights or their pension credits since the inception of this pension. When we demanded that this be given out to the members, the hotel association wants to dissolve the trust. Of course, they really want to dissolve the union.

And John Hancock, the person who has been investing our money, we had A. J. Beck do an analysis of that investment and over the past five years John Hancock has returned to us a minus four percent return on our money. When we demanded that the policy be changed, the investors be changed, the hotel association's answer was to dissolve the trust because they really want to dissolve the union.

We have a health plan with over 3,000 members involved in it, not counting their families. And according to the Wyatt Company, which did an analysis of that health plan, only 15 claims a week get taken care of. When we told the hotel association that we wanted a better rate, we wanted more people using the health plan, their answer was to dissolve it because they really want to dissolve the union.

Now, Sweet Lou Chandler has made no bones about it. They harass our contract committee members. They tell us they are going to Patcoize Local 26. They have supervisors in the hotels freely telling the members we will be Patcoized.

We spent our time in the last year and a half mobilizing the membership. But the thing we need is solidarity from the labor movement. We are not here to ask for your money. The international will take care of that. We are here to ask for your help and your expertise, your bodies in the picket line, your organizational help.

Because when Sweet Lou Chandler on November 30, when our contract runs out, he thinks he can Patcoize Local 26. I would like to show him a solid front from the Massachusetts State Labor Council, us standing side by side to let him know that we are going to beat back the Lou Chandler attack. (Applause) We are not going to allow ourselves to be *Patcoized*. (Applause.)

So Local 26 is asking for your help, again, your organizational help, your bodies, whatever you can do for us. Because it's very, very important to us.

I want to thank you for allowing me to address the convention. November 30 in solidarity. Thank you very much. (Applause).

PRESIDENT OSBORN: Thank you, Dom. We will now move along. We have with us a new face from an old friendly organization. The struggle continues. Farm Workers have been with us at each convention ever since I think I became involved with the Council. There's been some bumps along the road. There's been mistakes made. And the young man I'm going to present to you now is working very hard to smooth out those bumps.

He's going to call for your continued support. So I'd like to present to you Gary Clements, director for this region from the United Farm Workers. Gary. (Applause)

BROTHER CLEMENTS: I want to thank Brother Osborn and all of the delegates of the Massachusetts AFL-CIO's 25th Annual Convention for the opportunity to bring to you a message from the United Farm Workers Union.

I'm here to report to you on the progress of our boycott on Red Coach brand lettuce. You may remember that Red Coach is a brand of lettuce that comes from California, from a company called the Bruce Church Lettuce Company. They employ 1,200 people in just one farm to produce iceberg lettuce. They are the third largest producer of iceberg lettuce in the United States.

These workers have been going without a contract for three and a half years and we have a boycott going against their major product, the Red Coach lettuce, in order to get them to sign a contract.

Since the last time that a United Farm Workers representative spoke at this convention conditions have gone for the worse at the Bruce Church ranch. Earlier this year 38 employees of the Bruce Church Company entered a field in the morning in order to harvest the crops. Within two hours every one of those workers was in the hospital. The reason was because they had been stricken with severe poisoning because company personnel had ordered them to go into a field that had just been sprayed earlier that morning with a deadly pesticide.

Luckily, these 38 workers survived due to quick medical attention. But the Bruce Church Company management survived even better because they were completely exonerated of any responsibility in this incident. You see, the Bruce Church Company and other growers have consistently and successfully lobbied against any law that would force them to post signs. There should have been a sign at this ranch that said stay out of this field for 48 hours.

Under our United Farm Worker Union contract we have protections written into them that guarantee that these workers will not be subjected to situations like this, but the Bruce Church Company has seen fit to deny the workers a contract and they have been using every means, legal and illegal, to avoid signing a contract.

They were found guilty this May of violating the California Farm Labor Act. They were found guilty of bad faith bargaining, and they were told to pay \$1 million in back wages and benefits that their employees had been denied due to the fact that they have not signed a contract.

But their company response is just to laugh off the whole situation. They said that even though they know they are guilty, it doesn't matter, that the labor board is nothing but a kangaroo court, and that they are going to fight and continue to fight against their workers' right to have union representation.

Therefore, we are going to be hitting back hard with an increased boycott on the Red Coach brand lettuce.

We have a table in the other room and I'd like to urge every one of you to come by and pick up some information there.

You may not have seen too much of us lately. Most of our staff in New England has been working in Maine because we have a large non-union supermarket chain up there called Hannaford Brothers that has been selling the Red Coach lettuce.

I'm happy to report that they are almost completely clean of the product and we hope to be back in Massachusetts soon to continue the efforts here.

We have two non-union chains that we are aware of at this time that are selling the Red Coach lettuce in Massachusetts and we are going to be calling upon you to help us clean out these chains and to make sure Massachusetts is completely free of Red Coach lettuce.

So I just want to say at this time to make sure you pass the word that the Red Coach boycott still continues. Please come to our table in the next room in order to find out specific ways that you can help out.

And I want to wish success to you in this 25th Annual Convention. Thank you very much. (Applause).

PRESIDENT OSBORN: Okay. There are hard times and there are pleasant times. This is a very pleasant time. Everybody, whether you're a chairman or not, is human and everyone has favors. I have a deep pleasure to bring to you a true friend of labor, one of our elected officials of the state at the constitutional level.

He continues to be successful as far as being reelected in order to serve the people of Massachusetts. I think everyone considers him a friend. Most people do not call him by title, they just say, "Hi, Frank." He is always ready to help us out. He always takes a stand no matter whether it's a friend or foe, never straying from the straight line.

I think we are very honored this morning to have with us a true friend of labor, a continuing friend of labor, Attorney General Frank Bellotti. (Rising applause)

ATTORNEY GENERAL BELLOTTI: Thank you very much, Arthur. I want to thank you for your endorsement. Very, very important to me. You know, I'm always interested in what the theme of the meeting is about, and it's elect your friends and defeat your enemies.

You know, the foundation of a democracy is free elections. We don't appoint, we don't anoint, we elect. And to allow the election of people whose interests are opposite to yours is irresponsible. An old philosopher once said, "All that is needed for the triumph of evil is for good men and women to do nothing."

Historically the union movement has fought to bring about conditions that are better for working people. Now, more than ever, this battle must be fought at the ballot box in the most unified way possible.

Some of you remember and some of you are not old enough to remember the 16 hour work day, the time when working people had very few rights.

My mother worked for \$18 a week and they told her she was lucky to get it. And she became the first woman business agent in her union. In the good old days we saw the ultimate manifestation of the trickle down theory, make the rich richer and in their benevolence they will take care of us as though we were wards of the state.

There are today in our government those who have gone full circle. They embrace the 19th Century philosophy that if we take care of business it will take care of us. They again believe the trickle down theory. They believe the strength and bargaining power of us,

the masters, shouldn't be diminished and the once monolithic giants which have become the now sophisticated diversified giants should be stronger and bigger.

They tell us this will benefit us because these giants will, in their good will, give us what we need to live the kind of a life to which we think we are entitled. I reject the notion that the purpose of government is to aid business. The basic and fundamental purpose of all government is to make people live better. (Applause)

For this to happen there must be a balance among healthy business, a healthy economy, and strong healthy unions. You must identify your enemies, and if you do not defeat them, then you are not exercising the leadership that your members have entrusted to you.

In all my years in government I believed this. I have seen nothing that would persuade me otherwise. I also believe that loyalty goes both ways. If you help your friends, in most cases they will help you. So make sure you help your friends and defeat your enemies. And your friends live within the Democratic Party.

Thank you. (Applause).

PRESIDENT OSBORN: Okay. Now I'm going to get down to business. We are going to have a report from the Constitution Committee. Co-chairman John Phinney, John.

BROTHER PHINNEY: Thank you, Mr. Chairman. Good morning, fellow delegates. If you have your resolutions book with you, will you turn to page 4, Resolution 1, very important resolution. And for those of you who don't have your resolutions book, I will read through the resolution very slowly, I hope.

Resolution No. 1, Massachusetts AFL-CIO Constitutional Reorganization.

(Brother Phinney read Resolution No. 1).

BROTHER PHINNEY: Section No. 2 has been withdrawn by the sponsors of the resolution. (Applause). We had some discussion on the Constitution Committee as to the relevance of having a one day convention and we have been assured by the AFL-CIO that this is not the intent of Section No. 5.

Fellow delegates, we of the Constitution Committee met on Tuesday afternoon for three and a half hours and discussed and debated the pros and cons of this resolution. We called upon legal counsel of the AFL-CIO for interpretations.

We met again on Wednesday to discuss the problems on No. 2 and No. 5. We called upon the financial Secretary-Treasurer of the State AFL-CIO to give us an explanation as to the need for the eight cent increase in per capita tax.

Fellow delegates, we spoke to people who served on the, if you will, blue ribbon financial committee who spent almost a year investigating the finances of the State AFL-CIO. And, as many of us know, in this past year in order to keep this organization afloat this State Council had to lay people off, lay regular workers off, in order to keep this organization going.

And so, Mr. Chairman, the Constitution Committee, following the dictates of the 1981 convention calling for reorganization of the Massachusetts AFL-CIO, and following the guidelines of Financial Study Committee, has voted by a vote of 10 to one to recommend adoption of Resolution 1, with the deletion of Section 2. And we ask the delegates to do the same.

PRESIDENT OSBORN: You've heard the report of the Constitution Committee chairman and his call for concurrence of this constitutional change. What is your pleasure? Motion is seconded.

Recognize one of the makers of the motion on the left mike, identify yourself, please.

BROTHER RONALD ALMAN: I represent the International Ladies Garment Workers Union.

Brother chairman, we rise in favor of Resolution No. 1. There are two important points here that I would like to just make a couple of comments.

On No. 9, where it states "To establish a four year term of office for Council officers," I want all the brothers and sisters to understand that we are not talking about the present officers that are in office at this convention. What we will be talking about is for the new officers that would be elected next year at the next convention. This should be made very clear.

Also, on No. 12, where we are talking about an increase in per capita of eight cents, for the brothers' and sisters' information, that the Massachusetts AFL-CIO Council pays the fourth lowest, I'm going to repeat that, the fourth lowest per capita of any state body in the United States.

And it is something that in order to do what we have to do and presently now, just to remind you, the per capita is 17 cents. I have the privilege and honor of being a vice president, like I said before, and I want to assure all the brothers and sisters that when we talk about money spent in the state body, if you'll notice every penny is accounted for.

But in order to do the proper job, like anything else, all you have to do is look at your unions. It takes money. It takes money to run activities. It takes money to function.

So that's the reason why in order to bring us into the mainstream as far as a state body we do what we have to do.

I would also just like to go back to the four year term and remind the brothers and sisters also that the National AFL-CIO, now Brother Kirkland, at the national conventions they are also elected for a four year term. And we urge the passing of this resolution.

Thank you. (Applause).

PRESIDENT OSBORN: Further speaker? On the right.

BROTHER JOHN JENNING: President, Boston City Hospital Employees Local 1489, AFSCME. I'd like to make a motion to divide the question.

PRESIDENT OSBORN: Brother, the Constitution Committee questioned the size of the package and went through the entire package, and called our parliamentarian, Attorney Robert Manning, to appear before the committee. At that time he explained to them why this is a package and it first has to be accepted or rejected as a package on these constitution changes.

I think it behooves me to call Attorney Manning to the microphone now to explain the ruling.

ATTORNEY MANNING: The proposed constitutional amendment is being submitted as a single amendment with various subdivision interrelated and interlocked. The Constitution Committee is proposing this constitutional amendment as such a single amendment for action by the convention.

And an attempt to divide that question is out of order.

PRESIDENT OSBORN: Speaker on the left.

BROTHER JOSEPH NIGRO: Local 103, IBEW. Mr. Chairman and fellow delegates, I rise in support of Resolution No. 1. As a member of the Constitution Committee we questioned our Secretary-Treasurer on two separate occasions. His answers were complete and precise.

There is no fat in his per capita request. The committee from the Executive Council who drew up this resolution had extensive meetings and let no executive officers enter those meetings and sway their decisions.

They have written this resolution with your mandate from the 1981 convention in mind. They have streamlined and restructured this Council under this resolution to make it a more active and viable

organization. They left no fat in the budget request.

There is no one here today or across this state that can say our officers are not doing their jobs. This is a more active and responsive organization and our officers have done this with a reduced staff mandated by the lack of funds.

It wasn't long ago, and I have been here 15 straight years, that our members out in the field asked what is the AFL-CIO State Council doing for us. They are no longer asking that question. They can see by the actions and activities of our newly elected members and officers, both day and night across this state, that this Council is moving the labor movement forward in Massachusetts.

Now, with this resolution we can further streamline this Council and bring better progress to our members. The programs laid out by our officers are not what you've seen already. They are new. They are COPE people to come to the meeting and instruct our people how to localize at the local union level. When has that ever been done? Half of the COPE organizers in the state don't know where to start.

This cannot be accomplished without the proper tools. The tools in this case is money. Let us give them this tool and keep the program moving. It is an exciting program that our members will benefit from. And I am sure it will never be heard again what is our State Council doing.

I urge the delegates here assembled to pass Resolution No. 1 and continue to support this dynamic team of new officers. They deserve our support. (Applause).

PRESIDENT OSBORN: Mike on the right.

DELEGATE PAUL EUSTACE: Machinists Union, also vice president of the State AFL-CIO. Brothers and sisters, I rise in favor of Resolution No. 1, the reason being for many years we have come to this hall and sat in this room and in lengthy discussions we found that we were paper tigers.

Under the leadership of Arthur Osborn this AFL-CIO Council has moved forward drastically in the last few years. Without this resolution being passed I can see where this movement is going to slow down somewhat. We can't risk that today under what we are in with Reaganomics. We must have this resolution to move forward.

There is some question on a four year term, and as Brother Alman stated earlier, this is not going to be they carry on now for four years. There will be another election next year and the officers then elected will go the four year term.

All of you who are union officers in your own locals and districts realize that under one year term as we used to be as soon as you got elected you started running for office again. So you moved it up to two. Then you got elected, got your feet wet, and the next year you were running for office again.

Not much was accomplished. With this thing, it's very important to this whole package. Give your officers the chance to get in, get their feet on the ground, and have four years to run and do the job that they have been elected for. They are doing it and they need your help to do it better.

We need this package. I vote and recommend we vote for it. (Applause).

PRESIDENT OSBORN: Thank you, brother. Mike to my left.

BROTHER JACK TAYLOR: Delegate from Local 103, IBEW. Also chairman of the Resolution Committee. Mr. Chairman, I rise to concur with the constitutional amendment. And I'll tell you why.

Prior to the Constitutional Committee getting that resolution it was submitted to our committee. We sat down the other day at three o'clock until six and

discussed it heavily. We had Brother Carpenter there with us also. We were convinced that indeed the resolution is needed, and it's needed especially in these times.

There are those out there that would kill us. There are those out there who would defeat us and put us under. There are the political action committees on the far right. There is the Heritage Foundation. There are things out there that are out to kill you and I, to put us out of business.

And in these trying times it's no time to take a step backwards. Indeed, with a limited budget, our jobs are at stake, and we have done an amazing job in the last year.

Two things that are major issues here are money and length of term. Most of us here are union officials. Most of us ran for a two year term and realized that six months after we were in office we were campaigning again, taking time away from our membership. It's wasteful. We should extend the term.

Money is needed now to compete against our enemies. You don't have to look any further than the state. My own members are receiving literature, computerized literature, from far right organizations such as the Committee for a Union Free Environment. They are asking for donations to that august committee to put you and I out of business.

The Heritage Foundation sits down in Washington, D.C., and thinks up wise thoughts and ways and means to get rid of you and I. And indeed that cuckoo of a president of ours has appointed no less than 50 former Heritage Foundation people in key positions in his administration. And you tell me they are not out to kill us.

I believe they will pass a law to take every one of us out and shoot us if they could, but they can't yet. But we can't take a step backwards in these trying times.

I speak as chairman of the Resolutions Committee in concurrence, I speak as a delegate from my local in concurrence, I speak personally as a union man in concurrence of this much needed resolution before us. (Applause).

PRESIDENT OSBORN: Thank you, brother. Mike on my left.

DELEGATE JOHN TEMPLETON: President of Local 509, SEIU, Service Employees International Union. My delegation had originally two problems with Resolution 1. One was removed, I understand that's handled in constitutional late filed amendment and will be addressed.

Other problem they have is with the four year term. Since the question would not be divided, we would register our objections to the four year term, hoping to keep it at a two year term.

Having said that I would also like to say I think it's high time in this state that the AFL-CIO, the whole half million of us, get our act together. I think the eight cent increase on per capita tax will allow us to do that.

Having said that, I say let's get it together, pass it, and fight. (Applause).

PRESIDENT OSBORN: Thank you, brother. Mike to the left.

DELEGATE PETER DI CICCIO: IUE. I was a member of the committee that was appointed by the State Council president to develop the proposals mandated by the last convention. And I'd like to share with all the delegates here some of the background, some of which has already been commented on, but some of the background that we considered in the formation and development of this Resolution No. 1.

First, shortly after the last election there was a serious problem as far as the finances of our State Council. I was asked and participated in an examina-

tion of that and there were two things that were considered.

One was the possibility of calling a special convention to address the per capita. The other was to try to cut down on what the expenditures of the State Council were and waiting to this convention in order to deal with it. Obviously the latter was opted for.

During that period of time the State Council officers did in fact perfect the cutbacks that were necessary to balance the State Council's budget. I might also add it was one of the first times a formal budget had been prepared in order to meet it. That included assistance not only from myself, but others, including AFSCME, in conjunction with the State Council officers, and they did come in and they did have to make the cuts and they did make the cuts.

In addition to that, there was a strong effort for affiliations, I think the record speaks for itself. I believe I stand correction on it, but I believe over this past year we have seen affiliations increase by some 25,000 new participating members in the State Council activities, as direct affiliates with the State Council.

Between the two things we have been able to maintain an even flow. But that means keeping it at the level that it is so that in considering what the per capita increase should be we then requested that a projected budget be issued.

That was done by the State Council officers, which fortified and supported the request for eight cents per month.

Mr. Chairman, along the same lines, the officers did submit a streamlined constitutional change as far as the departments. They in turn, that streamline is reflected in these resolutions. What was reported to you that the officers were not present when the committee met and considered all the changes that were necessary.

We looked at, we considered their requests, including a four year term. There was some concern on the part of the committee as to whether it should be four years. But in considering it all, it was our feeling that it was well worthwhile to submit this to the Council.

In conclusion, I just made a comment. We requested that we see what the State Council can do even on a reduced income. We have seen activities that we have never seen before. It seems to me if we want those to continue and be better and do the things that have to be done, this resolution gives us the instruments to do that.

Obviously I rise in support of the amendment and I concur with the last speaker and will support a late filed resolution to eliminate the position of woman at large vice presidency.

That is not in this. I support it as presented by the Constitution Committee and we will deal with the other matter later. Thank you, Mr. Chairman. (Applause).

PRESIDENT OSBORN: Thank you, brother.

BROTHER MICHAEL MULLANE: President of 718, Boston Fire Fighters. I rise, Mr. Chairman, to support Resolution 1, for a few reasons. No. 1, I think it's time that this Council get its head out of the sand and hire the president full time so he can represent us properly, he can be there when we need him.

No. 2, with the establishment of the third executive vice president, I feel strongly that every single member of organized labor in this state is going to be represented, whether they be public employee or garment workers or the building trades, we are going to have a vice president and executive vice president that's answerable to you, in my case public employees, who for many years felt we were left out of the labor movement in this state. I think that's very important.

I have some reservations on a four year term but I feel that overall this resolution, even with the four year term, the good parts outweigh the bad parts. I don't like to bring eight cents back to my membership, but I'm willing to do that.

This organization has to move forward. We have a sign up there that says elect our friends and defeat our enemies. We can only do that with money and with full time people and we can only do that with research people.

Mr. Chairman, I hope this convention in its wisdom passes Resolution No. 1. Thank you. (Applause).

PRESIDENT OSBORN: Thank you, brother. Mike to my left.

SISTER BROWN ZWIRNER: I rise in full support of the resolution. I, too, was a member of the committee that was appointed by the officers this summer to draw up the recommendations to the executive board for the constitutional changes.

And as Brother DiCicco said, we deliberated at great length and had a lot of discussions but came up with what we thought and still feel strongly now is a good package of changes so that the Council can meet the needs in these times of the labor movement in Massachusetts.

I urge everybody to vote yes on this motion. (Applause).

PRESIDENT OSBORN: Mike to the right.

BROTHER ED CLARK: Manager, Clothing and Textile Workers Union in the New England area. There are probably few unions in this country who have been more hurt by the policies of the Reagan administration, lost more members, than my union in the last few years.

Our membership in many areas has been decimated and our treasuries have been decimated. In spite of that, we met in caucus this morning and voted unanimously to support this resolution.

It's not going to be easy for us to raise an increased per capita. But the world we live in is going to be considerably more difficult if we do not provide the leadership of this AFL-CIO in Massachusetts with the tools that are necessary to defeat the policies of corporate America, defeat the policies of the Reagan administration.

We are in full support of this resolution and everything in it. And it seems to me from listening to the comments this morning that the sense of this meeting is that we try to move forward. Brother chairman, I move the question. (Applause).

PRESIDENT OSBORN: Question has been moved. Is it seconded? Question has been moved and seconded. We will move to the vote on the question. All those in favor of moving the question say "aye." Opposed.

Okay, we will move to the motion. The motion to adopt constitutional package change as reported by the chairman of the Constitution Committee. All those in favor say "aye." All those opposed. It's a vote and so ordered. Thank you so much. (Applause).

We will now move to the next part of the program. Do I hear someone at the mike? Brother DiCicco.

BROTHER DICICCO: Mr. Chairman, mentioned here in some of the discussion the resolution has been adopted which eliminates paragraph 2, which sought to eliminate out of the constitution that provision which specifically identifies the position of woman vice president at large.

It is my opinion that where there are already three women as vice presidents of our State Labor Council, it is absolutely unnecessary in this day and age to continue to have to identify a specific spot for a woman.

I believe that most women find that insulting and I don't think we turn around and put in a constitution

that maybe 21 or 45 men vice presidents. As a result and with that consideration, I would ask that this convention authorize a late filed constitutional amendment in accordance with the State Council constitution to eliminate the specific identification of a woman at large vice president.

I know that it requires a two-thirds vote in convention. I understand from there it would be referred to the Constitution committee and they in turn would then report it out with their recommendation.

Mr. Chairman, I would ask the delegates to at least allow this to be brought forward as a separate item and we move that it be allowed as a late filed constitutional amendment.

PRESIDENT OSBORN: Brother, I have already received under the procedure, which I was going to read right now, a request in writing from Nancy Mills, Executive Director, Local, 285, SEIU, for basically that same change. I will read that now.

We will forward this with the permission of the body, and it's a three-quarter vote, for late file to the proper committee. So thank you.

I will read the proposed constitutional amendment that was handed to me by Nancy Mills. Article 5, Section 2, that the constitution be amended to eliminate the woman at large seat and to replace it with an at large seat. Submitted according to Article 4, Section 7, submitted by Nancy Mills Executive Director, Local 285, SEIU.

You have heard the amendment to the constitution. Is it seconded? This is for late file only. This means if you vote, three-quarters of this body votes, what you're voting to do is to send this to the Constitution Committee for them to study the article and the proposal and report back to you.

Discussion? Hearing no discussion, I move to a vote. All those in favor say "aye." All those opposed. It's a vote and so ordered. We will refer this to the Constitution Committee for action. (Applause)

Now I will announce a meeting for the Constitution Committee. At 11:15, room 412, Constitution Committee, please.

We have on our agenda one of our brothers who just spoke from the floor on the resolution. He now comes before you as president of the IUE New England District 2. Very active and solid trade unionist. His vision is very wide. He wants to bring to you a message of a program that he is deeply involved.

Right at this moment I'll present to you Peter DiCicco, IUE. (Applause)

BROTHER DICICCO: Thank you, Mr. Chairman. I won't take a lot of your time, but I did want to share with you a program that has been initiated here in Massachusetts. It is the only program as such within the country at this point. And our union has become involved as a sponsoring organization in conjunction with the state.

I think everybody is fully aware of the debate that had gone on in regard to work fare and what happened with it ultimately being disposed of. In conjunction with that, the concept of supportive work was examined by the legislature. The concept of supportive work started several years ago in New York State and effectively it takes people who have trouble finding their way into the work place and providing them with subsidized employment with a particular employer.

It works much the same as Manpower or something similar, other than it takes public funds that do the supporting on that.

Within the state of Massachusetts they grabbed ahold of the idea and thought that it would be a good way to begin to address some of the problems that people who are AFDC recipients in finding their way into the work place. These are people who have an in-

terest on a voluntary basis, who would like to find their way out of the welfare system and into active employment.

There are a couple of factors that I think should be straightforwardly addressed. First off, it is voluntary. Secondly, they are people who have expressed in their own way an interest to go to work. And third, it is only implemented in shops where all of our members have been recalled.

I don't have to make the point, I think, that the economy has had significant impact on the success or lack of success of this particular program. The state issued a substantial amount of money to sponsoring organizations. We applied through the IUE and created a non-profit corporation for the purposes of administering the program. We were funded by the state.

And my purpose here today is to try to offer to all of organized labor in Massachusetts the opportunity to share in that state funding.

Basically where there are shops where there may be openings and people have exhausted their recall rights, we have the opportunity of taking some of those open jobs, not all, but some of them, and making them available to people who want to find their way off of welfare.

There are a number of criteria that have to be met by the participant. As I mentioned, they have to volunteer to participate in it, it is not a mandatory program.

Secondly, they cannot have children who are of preschool age. And third, they have to have had an erratic work history over their lifetimes, and particularly while they have been on welfare.

Effectively, they come to work for our program and are placed at a host company of one of our employers for a period of up to six months to demonstrate whether or not they would be coming to work regularly and they can perform the work that's available.

The welfare money that they had been receiving are thereby converted into wages which they earn much the same as every one of our members. They become members of the union immediately upon their first day of employment and placement on the job.

The program is designed to assist them in overcoming any personal problems and dilemmas that they might have in order to be full participants in the work force.

Invariably the question is always asked of us as to why we are involved and interested in administering such a program. First, I think that as organized labor we have a responsibility to our community and to the extent that we are able to help people, it seems to me that that is one of our charters of existence, in addition to servicing our own membership.

Secondly, I think it's a refreshing change when we can begin to see some of our own tax money used to enhance our own employment situation, particularly in these days when our employers, the companies that we represent workers at, are having financial difficulty.

The incentive to the employer is that they are charged a reduced hourly fee for each hour that one of the supported workers works in their location. Our program provides the benefits so that it reduces their benefit cost. In addition, they receive tax credits as a result of it.

I obviously would not suggest the implementation of such a program where there's a hostile relationship between the employer and the local union. But where that does not exist and where a shop is threatened, it seems to me this is one way of using our own tax money in our own best interest.

Secondly, it does create an interrelationship be-

tween the employer and the local union that enhances generally what I think is going to be the future relationship as far as our collective bargaining concepts, at least as far as the future is concerned.

I don't believe that I'm able to go into a great lot of detail from this podium. But what I would first like to do is first call it to your attention. We have printed material that we are going to distribute. We have a booth that is located in the registration area here at convention.

Those of you who are interested and would be interested in participating with us in this program, I would ask you to please join, come over to the booth, stop me or any of our staff that you might be able to see, inquire of it, and we would be happy to follow up with you after the convention is over.

I'd like to bring up one other matter that is not related to this program, and that is what is known as the Combined Federal Campaign. The Combined Federal Campaign is a parallel organization to United Way that covers federal, postal, and armed services personnel.

Like the United Way, people who are in federal service, in military service, and who are postal workers make contributions to a second organization, which is called the Combined Federal Campaign.

Recently the Reagan appointments to the governing body of that organization ruled that the Right to Work Legal Foundation be designated as a recipient organization to our voluntary contributions. The AFL-CIO National Council has addressed this matter and has requested obviously that they be taken off. However, I think it's important to distinguish it is not the United Way, it is a parallel organization to the United Way.

They have advised federal employees, postal employees, and military personnel to designate on their cards as they pledge contributions to this organization to exclude the Right to Work Legal Foundation. However, the United Way in many communities functions as the distributing organization for the Combined Federal Campaign.

It is our opinion in our union, and I believe most people would share this opinion, that if they go through the Reagan administration to consider the Right to Work Legal Foundation comparable to the other kind of charitable organizations that these fund raising groups were designed for, that is the United Way and Combined Federal Campaign, that we ought to be taking more drastic action than simply saying designate on your pledge card that you don't want any of your money going to the right to work groups.

The United Way functions in many communities as the distributor of those funds in behalf of the Combined Federal Campaign. I believe we ought to send them a very clear message that get out of the business of supporting the Combined Federal Campaign as long as that Right to Work Legal Foundation continues to be supported by the Combined Federal Campaign.

I think we ought to send a message to them that unless they do do that, we will withdraw our support from the United Way because we don't want any of our money, any of our contributions being lent in any way in support of a right to work group.

Mr. Chairman, I don't do that in the form of a motion. I think that's a matter of response as far as this convention. I believe that it ought to be sent back there in clear terms. This program goes into effect in a little less than a year from now. We have time to correct the error that has been made. And I think it is our responsibility, our obligation as trade unionists, to get a message to the United Way: Drop the Combined Federal Campaign, drop it now, or we drop them.

Thank you, Mr. Chairman. (Applause).

PRESIDENT OSBORN: Thank you, brother. I'd just like to comment that your officers of the Massachusetts AFL-CIO are on top of that situation. We have met with the executive director of United Way. We have a course of action. There is information that the previous speaker wasn't available to.

There is no way they can get a cent of that money this year unless someone, you don't have to say not to have it go there, they would have to, a union member, only from government employees, no one is this room unless there's a few government employees, not one penny of yours can go there.

Even with them they have to designate that they want their donation to go to that fund, to that legal fund, the right to work.

Secondly, they are not eligible this year to get any of the undesignated monies. And now another ruling, because the immediate reaction from labor, they are not eligible next year. So we are talking two years down the road to correct this.

We are, in your Council, as your officers, taking action to demand strong action by the National AFL-CIO, which they are already on top of the situation, and I just want you to realize that we are working on it.

We have over six or seven labor representatives out there in the United Way. I don't want the United Way present campaign disrupted unless we have a game plan or it merits to be disrupted because what we would be doing is taking out our unqualified anger at this time on the disadvantaged and the children that United Way services.

So I just want that message to be very clear to you, that we are meeting with the proper people in United Way and other people. It's Ronald Reagan and his appointed board, eight people on the board, six corporate people voted for this and two labor people voted against it. It only affects money given by the federal employees and the only way a penny can go there is for a union member to write on there that he wants his dollar or \$3 to go to this right to work organization.

And we have two or three loonies in the United States who do that. Shame on them. But let's not get involved until we know what we are talking about completely as far as a motion or anything. Your officers are meeting on the subject and we will keep you updated because I know it's a situation that is of common interest. Thank you.

Right now we will move into resolutions. Resolution chairman. He has some new glasses, so please give us your attention.

BROTHER TAYLOR: Thank you, Mr. Chairman. At the request of sponsor of Resolution 33, we will open up with Resolution 33, importation of electrical energy from Canada. We will read the resolve. You should have read it last night. I assume you've read these resolutions from cover to cover.

(Brother Taylor read Resolution No. 33).

BROTHER TAYLOR: The Resolution Committee concurs and moves, Mr. Chairman, that the action of the Resolution Committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation of the chairman of the Resolutions Committee. What is your pleasure? Is it seconded? All those in favor of this resolution say "aye." Pardon me. You have to call out from the mike. Sometimes there's a balloon in the background.

BROTHER JOSEPH C. FAHERTY: As the maker of the motion along with our sister local, Local 369 of the Utility Workers of America, we appreciate the feeling of the committee.

What I would like to say is that we look around and say look for the union label, one thing that's manufac-

tured that has a union label that you cannot see is electricity. When you buy and you look for the union label, you can do that. But when you throw that switch, you cannot tell whether it's foreign power or not.

We are looking to see that when it comes before the state legislature that people get in touch with their legislators to keep American jobs in America.

Thank you. (Applause).

PRESIDENT OSBORN: Thank you, brother. Anything further? All those in favor of this resolution say "aye." Those opposed. It's a vote and so ordered.

BROTHER TAYLOR: We will now go to Resolution No. 4, scholarship program.

(Brother Taylor read Resolution No. 4).

BROTHER TAYLOR: The Resolution Committee concurred with Resolution No. 4 and I move, Mr. Chairman, that the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation on the scholarship resolution, Resolution No. 4, from the chairman of the Resolutions Committee. What is your pleasure? Seconded. Discussion?

As the educational chairman, I think we all should do a little thinking about our future to help the kids coming along and join in on our scholarship program because it's one of the biggest in the AFL-CIO and I want to keep it growing.

Further discussion on the motion? All those in favor of this resolution say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 5, support for Massachusetts AFL-CIO solidarity coalition.

(Brother Taylor read Resolution No. 5).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 5 and I move, Mr. Chairman, that the action of the Resolution Committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation of the chairman of the Resolutions Committee concerning Resolution No. 5. What is your pleasure? Seconded. Discussion? All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 6, Board of Regents.

(Brother Taylor read Resolution No. 6).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 6 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation of the chairman of the Resolutions Committee. Do I hear a second on concurrence? It's been seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 7, right to know legislation.

(Brother Taylor read Resolution No. 7).

BROTHER TAYLOR: The Resolution Committee concurred with Resolution No. 7 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation of the Resolutions chairman on Resolution No. 7, the right to know. What is your pleasure? Is it seconded? Seconded. Discussion? All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 8, plant closings and relocations.

(Brother Taylor read Resolution No. 8).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 8 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation of the chairman of the Resolutions Committee concerning Resolution No. 8 on plant closings. Is it seconded? It's been seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 9, taxation of employee fringe benefits.

(Brother Taylor read Resolution No. 9).

BROTHER TAYLOR: The Resolution Committee has concurred with Resolution No. 9 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation of the Resolution chairman on No. 9. What is your pleasure? Seconded. Discussion? All those in favor say "aye." Those opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 10, common situs picketing.

(Brother Taylor read Resolution No. 10).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 10 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard Resolution No. 10 and the recommendation of the chairman of the Resolutions Committee, common situs picketing. What is your pleasure? Is it seconded? Seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 11. The committee found Resolution No. 11 is exactly the same as Resolution No. 28 so we will act on Resolution No. 11 and you can scratch Resolution No. 28.

Also, the sponsor of the resolution requested we add the following to the end of Resolution No. 11, be it further resolved that this Council instruct the Legislative Department of the Massachusetts State Labor Council to file a legislative bill to enact the above. Submitted by Lucy Festa, Legislative Agent of the Hotel and Restaurant Workers Employees and Bartenders, Local 26.

The Resolution Committee concurs with Resolution No. 11 as amended and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You heard the recommendation of the chairman of the Resolution Committee on Resolution No. 11. Is it seconded? All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 12, Davis-Bacon Act.

(Brother Taylor read Resolution No. 12).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 12 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You heard Resolution No. 12, recommendation of the Resolution chairman. What is your pleasure? Moved and seconded. All those in favor say "aye." All those opposed. It's a vote and so ordered.

At this time we have a friend who has come here to speak to you. He's disrupted a very, very busy schedule because he's a very busy man. He has the awesome responsibility of being the leader of the largest branch of our government in Massachusetts, the House of Representatives.

Tom McGee has always honored us here in the house of labor and he always brings to us a fiery and well meaning message.

I'd like to present to you right now speaker Tom McGee from Lynn. (Applause)

SPEAKER THOMAS W. MCGEE: Thank you very much. President Osborn, members of the Massachusetts AFL-CIO, it's kind of a tough time to bring a message. I never prepare speeches. I say what the hell I think. I don't have to tell you how things are. You people know far better than I. You're out there dealing with the people that need help. You're out there dealing with a problem that hasn't faced us for a long time.

I guess I'm starting to feel old because I'm one of those, I guess, that remembers, and as I spoke last night at an unity meeting of the Democratic candidate for governor, no matter how you look at it, no matter how many mistakes we make, no matter how we fight, I'm here today because my mother was a Democrat, my mother, I apologize, my mother 64 years ago at the age of 21 was a business agent in the Shoe Workers Union.

I learned what the hell it was all about. I learned at an early age right or wrong the only people that help our people are Democrats. Sometimes, especially now, our philosophies differ and change a little, but what the Democratic Party stands for and what it's all about has benefitted us over the years.

I'm here today because of the Democratic Party, my mother, my children are far better off because of what they done at this state and in this nation.

Few people realize, I take them up, you walk into my office, the first Democrat speaker in the history of this state, it's only 32 years ago, was Thomas P. O'Neill, who is now the Speaker of the House in Congress. And let's face it, a year or two they were kicking the holy hell out of him down there, he was over the hill, he was full of con.

But let's look at what has happened in this country today and let's look at where O'Neill stands and what he stands for. People are starting to take a hard look at Reaganomics. You know, I don't pay too much attention in the sense that I have to run this state, but when I pick up the paper and realize that the cuts wherever he makes them, they are making cuts now and who is it going to hurt, two classes, the elderly and the poor.

Who the hell is kidding who? We as working people who have worked hard to get where the hell you are, no matter what class of labor you represent, you know, we make mistakes up there on Beacon Hill, I made one a year ago and your Executive Council kicked the hell out of me. I apologized for it. It never came to fruition and it will never come to fruition because they brought it to my attention.

But, damn it, there's just no question about it, this organization, you people, the people that you represent in this state and in this nation have only one party they can look to, and it's like they say, look at the record, and it stands out, the only people that help our kind of people have been Democrats.

And I hope that this convention will endorse every Democratic candidate for every office in November. God bless you all and thank you for having me. (Applause).

PRESIDENT OSBORN: Now return to regular order of business. Resolution chairman.

BROTHER TAYLOR: Resolution No. 13, workers' compensation.

(Brother Taylor read Resolution No. 13).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 13 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You heard the Resolution Committee chairman's recommendation on Resolution 13. Is it seconded? Seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 14, investment of pension funds.

(Brother Taylor read Resolution No. 14).

BROTHER TAYLOR: Just as an aside, yesterday the Building Trades Foundation of all the building trades invested their pension monies in a building in Cambridge, 2.1 million, the first of many that will be built all union, and that's the way a pension fund should be.

Mr. Chairman, the Resolution Committee concurs and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the resolution recommendation by the Resolution chairman. It's been seconded. All those in favor say "Aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Mr. Chairman, Resolution No. 15, Resolution No. 15 and Resolution No. 30 are similar. The sponsor, Lucy Festa, was before us the other day. We have combined Resolution No. 30 and Resolution No. 15. The body of Resolution 30 and the ending of Resolution 15 will thus be combined.

(Brother Taylor read combined Resolutions 15 and 30).

BROTHER TAYLOR: The Resolution Committee concurred with the amended resolution. Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: Is that seconded? Seconded. You've heard the recommendation of the Resolution chairman. What is your pleasure? All those in favor say "aye." Those opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 16, solidarity labor parade. With the concurrence of the submitter, Russell Campbell, we have inserted be it hereby resolved that the Solidarity Labor Parade to be held annually on a Sunday in September, 1983, to be sponsored by the Massachusetts AFL-CIO, all central labor councils and all other elements in the labor union in this state.

(Brother Taylor read Resolution No. 16).

BROTHER TAYLOR: Resolution Committee concurs with the amended Resolution No. 16 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: Thank you. You've heard the recommendation of the Resolutions chairman. Is that seconded? Seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 17, cooperation of office personnel.

(Brother Taylor read Resolution No. 17).

BROTHER TAYLOR: Resolution Committee concurs with Resolution No. 17 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You have heard the resolution and the recommendation of the Resolutions chairman. Is it seconded? Seconded. All those in favor say "aye." All those opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 18, AFL-CIO Massachusetts convention on T. M. J. Syndrome. The chairman will not attempt the parentheses information below, I can't pronounce it.

(Brother Taylor read resolution No. 18).

BROTHER TAYLOR: The Resolution Committee concurred with Resolution No. 18 and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the recommendation of the Resolutions chairman. Is it seconded? Seconded. All those in favor say "aye." Those opposed. It's a vote and so ordered.

If you don't mind Mr. Chairman, I'd like to take the privilege at this time. I've been handed a late filed resolution, whereas the parade resolution has just been passed, I'd like to read this resolution and ask you to vote to send it to the proper committee, Resolutions Committee.

Whereas the year 1982 witnessed a most impressive show of strength and solidarity in revival of a traditional Labor Day parade of the State Council AFL-CIO in Boston the Sunday, August 29, and whereas the Mass. Building Trades Council of the AFL-CIO recognizes the importance of maximum participation in such events, and whereas the leadership of the Massachusetts Building Trades insists on the strongest possible number of marshals, vehicles, floats, etc., representing all the trade unions under our jurisdiction, and whereas it was made absolutely clear to all our members that the revived Labor Day parade chairman was one of our own Building Trade brothers, Russell Paul Campbell, Financial Secretary of Local 537, Pipefitters, Boston, and whereas the turnout of Russ Campbell's Building Trades brothers and sisters was overwhelming and was gratified, and where Russell Paul Campbell did an outstanding job reflecting great credit on the Building Trades, AFL-CIO,

Therefore, let it be resolved that the delegates assembled at this 1982 AFL-CIO convention provide a standing ovation, praise, and commendation of parade chairman Russell Paul Campbell. (Applause)

The spirit was there. Technically what we were doing is just asking you to send it to committee. So I think, and very proudly so, what we will do is send it to committee. When it comes back out we will not go through the entire procedure. Russ just got a standing ovation and, believe me, I'm the person and George Carpenter is another guy and the other executive officers and vice presidents, we know what he did.

We are going to be bigger and better next year, that's for sure, because Russ is going to stay on the job. (Applause)

At this time on your program Gov. King is listed to speak. Gov. King has been mandated, mandated, to be somewhere else. He talked to me personally on the phone and if he wasn't mandated, he would be here, like he has been in the past. And the house of labor, a class house.

In his stead his top assistant, another friend of labor who worked for labor as a Speaker of the House, has worked for the community as the head of a college, Holyoke, good friend of the chair. He's going to speak on behalf of Gov. King.

We welcome Dave Bartley. Dave. (Applause)

MR. DAVID BARTLEY: Thank you very much, ladies and gentlemen. I am delighted and honored to be here on behalf of Gov. King. He had to be at a meeting that he could not change whatsoever. As Arthur has stated, it was a mandated appearance that he had regarding a court proceeding that he could not leave and he did inform Arthur of that.

I deeply regret that he could not join with you again today to salute you for the work that many of you have done on his behalf and that you have done on behalf of organized labor over the years.

I certainly would make one major announcement of my candidacy here for the presidency of the Holyoke Community College, which I shall be appointed to again in January.

I would state that the governor will be available and at many of your other future meetings in the fall and I can only wish the greatest success to each and every one of you and to the entire organized labor movement.

Thank you very much. (Applause).

PRESIDENT OSBORN: A couple of more resolutions and then we will break. Please sit tight for a couple of minutes. You've been great this morning giving your attention to all the business at hand. So it is business. Two more.

BROTHER TAYLOR: Resolution No. 20, you remember we handled Resolution No. 19 yesterday. Resolution No. 20 as amended.

(Brother Taylor read Resolution No. 20).

BROTHER TAYLOR: Resolution Committee concurs with Resolution No. 20 as amended. Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the Resolution chairman recommendation. What is your pleasure? Seconded. All those in favor say "aye." Opposed. It's a vote and so ordered. One more.

BROTHER TAYLOR: Resolution No. 21, short one, buy union.

(Brother Taylor read Resolution No. 21).

BROTHER TAYLOR: Resolution Committee concurred with Resolution No. 21, Mr. Chairman, and I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the Resolution 21, buy union, you've heard the recommendation of the Resolution Committee chairman. It's been seconded. All those in favor say "aye." Those opposed. It's a vote and so ordered.

The chairman would like to announce 12 o'clock lucky Resolution Committee gets to meet at 12 o'clock in room 409.

With that I call this convention into recess until two o'clock. Once again, thanks so much for your cooperation.

(Luncheon recess)

AFTERNOON SESSION

2:10 p.m.

PRESIDENT OSBORN: I now declare this afternoon's session of the 25th convention open for the orderly procedure of business.

We will now call to the microphone the Resolutions chairman, chairman of the Resolutions committee, Jack Taylor.

BROTHER TAYLOR: Mr. Chairman, Resolution 23, endorsement of the Alliance, AFSCME-SEIU, AFL-CIO.

(Brother Taylor read Resolution No. 23).

BROTHER TAYLOR: Resolution committee concurred. Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the resolution. You heard the recommendation of concurrence from the Resolution chairman. Is it seconded? All those in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 24, support of national boycotts.

(Brother Taylor read Resolution No. 24).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 24, Mr. Chairman, and I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the report of the Resolutions chairman on Resolution 24. Is it seconded? Seconded. All those in favor say "aye." Those opposed. It's a vote and so ordered.

BROTHER TAYLOR: Resolution No. 25, fair taxes in Massachusetts.

(Brother Taylor read Resolution No. 25).

BROTHER TAYLOR: The Resolution Committee concurs with Resolution No. 25, Mr. Chairman. I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the Resolution chairman, his recommendation of approval on Resolution 25. Is it seconded? Seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

At this time I recognize Brother Bevin. Will you announce your name and title, please.

BROTHER JOSEPH BEVIN: Secretary-Treasurer from the State Council of Machinists. The reason I asked to speak before this body was basically the theme of our convention. Up at the front podium where it says elect our friends and defeat our enemies, I think one message has to come across before this convention that adjourns tomorrow, is to do exactly that.

I happen to work for the MBTA. We have been hurt with layoffs. The Boston Teachers, State Teachers, AFSCME, have all been hurt with layoffs with proposition two and a half, police and fire have all been affected. A lot of our politicians in this state helped get this through.

It certainly hasn't helped, and I think if one thing comes out of this convention, we got to get a message to Beacon Hill. It simply is that the AFL-CIO in the State of Massachusetts is going to watch their voting records very carefully and when they go against organized labor, whether it be public or private, we are going to do our damndest to defeat them every election.

I hope everybody backs me on that. Thank you very much. (Applause).

PRESIDENT OSBORN: Thank you very much, brother. At this time would Vice President Richard Heffernan come up. Continue with the resolutions, please. Brother, for what reason do you rise?

BROTHER GEORGE NORRIS: Steel Workers Local 7896. For a point of personal information. Could you tell me, I believe we may have skipped over Resolution 22. Would you tell me why?

PRESIDENT OSBORN: It's possible that we did. We are not going in direct order. It's according to the way they got through with them in the Resolutions Committee. If they need more study, sometimes they lay one back. But we will check on that.

Resolution 22, have we taken action on it?

BROTHER TAYLOR: The brother is right, we skipped over it.

PRESIDENT OSBORN: Brother, you are right, that was a mistake. It's not under study. It will be reported on presently.

BROTHER TAYLOR: Brother is right. Go to Resolution 22 that was inadvertently skipped, sell here, build here.

(Brother Taylor read Resolution No. 22).

BROTHER TAYLOR: The Resolution Committee concurred as amended with Resolution No. 22 and, Mr. Chairman, I move the action of the committee be the action of the body.

VICE PRESIDENT HEFFERNAN: You have the recommendation of the chairman of the Resolutions Committee. Is there a second? Any discussion? All those in favor signify by saying "aye." Opposed. The motion is carried.

BROTHER TAYLOR: Resolution No. 26, support of retiree clubs in local unions.

(Brother Taylor read Resolution No. 26).

BROTHER TAYLOR: Resolution Committee concurred with Resolution No. 26 and, Mr. Chairman, I move the action of the committee be the action of the body.

VICE PRESIDENT HEFFERNAN: You've heard the recommendation of the chairman of the Resolutions Committee. Is there a second? Any discussion? All those in favor signify by saying "aye." Opposed. The "aye's" have it.

BROTHER TAYLOR: Resolution No. 27, affiliation. (Brother Taylor read resolution No. 27).

BROTHER TAYLOR: Resolution Committee concurred with Resolution No. 27. Mr. Chairman, I move the action of the committee be the action of the body.

VICE PRESIDENT HEFFERNAN: You've heard the recommendation of the chairman of the Resolutions Committee. Is there a second? Any discussion? All those in favor say "aye." Opposed. Resolution is carried.

BROTHER TAYLOR: Resolution No. 28, as you remember from this morning, was the same as Resolution No. 11 and was combined with 11 and passed this morning.

Resolution No. 29, minimum wages for bus persons. Resolution Committee concurred with Lucy Festa yesterday. The first sentence which starts "currently busgirls and busboys are classified," it says as non-gratuity, she wishes non struck out, so it will be gratuity workers.

She also wishes to add to the end of that resolution the following, "Be it further resolved that this counsel instruct the Legislative Department of the Massachusetts State Labor Council to file a legislative bill to enact the above.

The Resolution Committee concurred with Resolution No. 29 as amended, Mr. Chairman, and I move the action of the committee be the action of the body.

VICE PRESIDENT HEFFERNAN: You've heard the recommendation of the chairman of the Resolutions Committee. Is there a second? Any discussion? All those in favor signify by saying "aye." Opposed. The resolution is carried.

BROTHER TAYLOR: Resolution No. 30 was combined with Resolution No. 15 this morning. So strike Resolution 30.

Resolution No. 31, support of workers' compensation. (Brother Taylor read resolution No. 31).

BROTHER TAYLOR: The Resolution Committee concurred with Resolution No. 31. Mr. Chairman, I move the action of the committee be the action of the body.

VICE PRESIDENT HEFFERNAN: You've heard the recommendation of the chairman of the Resolutions Committee. Is there a second? Any discussion? All those in favor say "aye." Opposed. Resolution carries.

BROTHER TAYLOR: Resolution No. 32, American Income Life Insurance Company. (Brother Taylor read Resolution No. 32).

BROTHER TAYLOR: The Resolution Committee voted to concur with Resolution No. 32. Mr. Chairman, I move the action of the committee be the action of the body.

VICE PRESIDENT HEFFERNAN: You've heard the recommendation of the chairman of the Resolutions Committee. Is there a second? Any discussion? All those in favor say "aye." Opposed. Resolution is carried.

BROTHER TAYLOR: Resolution No. 33 was passed this morning. Go to Resolution No. 34, Social Security. In the fourth paragraph, the Resolution committee struck the italicized figures in there, sports figures, corporate executives, and thus, the reason being we are presently supporting the football players in their strike and that may have an effect on it. The remainder of the resolution is unchanged.

(Brother Taylor read Resolution No. 34).

BROTHER TAYLOR: Resolution Committee concurred as amended. Mr. Chairman, I move the action of the committee be the action of the body.

VICE PRESIDENT HEFFERNAN: You've heard the recommendation of the chairman of the Resolutions Committee. Is there a second? Any discussion? Executive Vice President Barron wishes to speak on the motion.

DELEGATE JOHN J. BARRON: We have all heard of the problems in Social Security. We have an administration, the first time they want to save a buck they look at programs that affect people that need it.

And yet for years and years and years anybody earning less than the limited salary amount under Social Security paid the full freight and everybody going over the limited amount, whatever it may be, ended up with a tax break that took their percentage down to sometimes as little as a tenth of a percent.

I think it's about time and in view of the problems with the Social Security fund that the monies escaping from this fund for years and years be tapped, namely any source of income, regardless of where it comes from, of 40,000 and over annually, should pay the appropriate tax on that income into the Social Security fund with no possible chance ever of recovery for those individuals.

I think the fund needs it. I think the people who worked for years under Social Security are entitled to have some kind of a guarantee that everything will be there when they retire. And I would request your support on this resolution.

VICE PRESIDENT HEFFERNAN: Thank you, brother. Any further discussion? All those in favor say "aye." Opposed. The Resolution is passed.

Are there any further resolutions, Mr. Chairman?

BROTHER TAYLOR: There are no further resolutions unless the chair has skipped any resolutions. I don't think I have. So with that, Mr. Chairman, I would like to give my sincere thanks to the Resolution Committee that served with us.

It had numerous meetings and acted upon these resolutions.

(Brother Taylor read the list of the members of the Resolutions Committee).

BROTHER TAYLOR: Mr. Chairman, at this time I request you discharge the Resolution Committee from their duties and thank them for a job well done. (Applause).

VICE PRESIDENT HEFFERNAN: Being no objection, the Resolutions Committee will be discharged and I'm sure with the thanks of the convention assembled. And why don't we give them an ovation. (Applause)

John Barron has asked to have the mike once more to speak on a subject that's quite close to his heart.

DELEGATE JOHN J. BARRON: As most of you know, I started this year as the retiree coordinator for the Massachusetts AFL-CIO. And in conjunction with that position we are going to run an all day seminar October 19 for the officers of retiree clubs, and I'm addressing you people because if in your union there is no retiree club, we would like to have some retirees from your union in attendance at this affair.

It will be an all day session on Tuesday, October 19, at the IBEW, Local 1505, hall, in Waltham. We will have various speakers on subjects pertinent to retirees and their problems. The big feature of the day is going to be a depression lunch, hopefully on the steps of the building, starting at 12 noon.

And as I know most of you in here have only read the history books about the depression, you might not remember the soup lines and the apples and all the

other things that went along with it. If you're in the area of Waltham between noon time and one or 1:30 on October 19, come by.

You'll see a kettle of bean soup, you'll see bushels of apples, and we may get some baloney to put inside the bread. I'm not too sure about that yet.

But seriously, we would like to have representation from any retirees. If they haven't got a group, we still want to see them. We would like every union to have some kind of a retiree organization. And we want that organization to be coordinated through the officers of the Massachusetts AFL-CIO.

And if we can get this job done, we should end up with one of the most effective political and legislative lobby groups in the state.

Thank you all for your time. (Applause).

VICE PRESIDENT HEFFERNAN: We discharged the Resolutions Committee too soon. The chairman has something else.

BROTHER TAYLOR: We had a late filed resolution that we acted on at noon time today, and I think we should bring it up tomorrow morning when we have a larger crowd, to honor our parade marshal. So just keep us around for another 24 hours, we can act on this when we have a crowd for it.

VICE PRESIDENT HEFFERNAN: If you will bear with us for a few moments, I would like to have the convention in recess for five or 10 minutes.

(Brief recess)

VICE PRESIDENT HEFFERNAN: The meeting will be in order. Vice President Carol Drew would like to make an announcement to the delegates.

VICE PRESIDENT DREW: There's a very heated issue that's coming up on the floor either later today or tomorrow, and that was going to encompass the resolution on the women at large scene.

We would ask that any interested parties, and especially the women delegates that are here, if they would meet with us at four o'clock — all right, since we will be in recess, if they can meet with us now in room 1076, we would be very appreciative. It's an issue that affects all of us. Thank you.

VICE PRESIDENT HEFFERNAN: We will stand in recess.

(Brief recess).

PRESIDENT OSBORN: We will come back to regular order of business out of recess, if you don't mind. We will have another partial report of the Credentials Committee, chairman Elinore King.

SISTER KING: Mr. Chairman, delegates to the 25th Annual Convention of the Massachusetts AFL-CIO, second report of the Credentials Committee as of 11:30 Tuesday, 271 local unions and Councils representing 161,909 members.

Committee recommends adoption and so move, Mr. Chairman.

PRESIDENT OSBORN: You've heard the report of the Credentials chairman. Is it seconded? All those in favor say "aye." Opposed. It's a vote and so ordered.

We would like to bring to your attention that we will try to move as expeditiously as possible today because they have to clear this entire section of the main ballroom for the banquet tonight. Once again, it's going to be a great time. So if we move a little quickly near the end of today's agenda, you'll understand why. We have made a bargain with the hotel and we want to try to live up to it.

I'd like to bring before you right now, and I've said it a few times of other speakers who are a friend of labor, but this guy has been a special friend of labor. The only real protective agency we have in state government is that of the Division of Labor and Industries. And as Commissioner of Labor Billy

Shipp has been available to us, has come at our beck and call if you want to put it that way. He's always been there.

These are the people that protect the minimum wage. These are the people, his people, protect the working standards, make sure the prevailing wage, health and safety on the job, all the basic fundamental things that you as representatives of labor have to face on the job each day.

I am very proud to have been associated with Billy Shipp and I think Billy Shipp is very grateful to this organization because when certain elements that are not union's friends were taking his apprenticeship training programs, his safety programs, and destroying them through budget maneuvers, it was this organization that went to bat for Billy Shipp and his team and we have been a good team together.

Believe me, if you don't think he's out there working for you every day, I ask you to go check around. You'll find out just how it is.

I'd like to present to you our guy who is the Commissioner of Labor, Billy Shipp. (Applause).

COMMISSIONER WILLIAM SHIPPS: Thank you. Mr. President, Mr. Secretary-Treasurer, delegates, brothers and sisters, you know, it's been a great deal of pleasure, even though we did lose most of the young ladies of the convention, so what I promised I would not do is talk about the maternity laws, the protective laws for women, and those things that would address the plight of the working women of our Commonwealth.

But I would like to mention to you people, I think Arthur touched on it a little bit, the department is one which protects the average working person, not necessarily those of you who have organizations that can carry your grievances forward to a successful conclusion, but those of us among us that don't have those types of protections.

Now, Arthur mentioned about the budgetary crunches that we are all experiencing. I think labor legislation itself under Reaganomics is taking a back seat. Protective legislation is being attacked on all fronts. Had it not been for your president and Secretary-Treasurer taking a particular interest in the department, budgetarily we would have all but been abolished.

And I have a personal note of thanks both to your president, your Secretary-Treasurer, and your Executive Council for their efforts in restoring the funding that was slated to be cut from Labor and Industries' budget.

You know, last spring I ran for the presidency of the National Association of Government Labor Officials. And that's all the representatives or all the commissioners of labor from the 50 states and the territories. And the problems that we are experiencing here are the same in all 50 states, that everybody, when it comes time to cut, wants to cut the wages of the working person and cut the benefits of the working person.

All I can say is thank God we have the state AFL-CIO and its Executive Council here in Massachusetts that is out and supporting those agencies, such as Labor and Industry, to prevent those onslaughts from happening, because without that legislation your lot would be that much more difficult.

You know, we all think of when we try to pass a minimum wage of \$3.35 an hour, well, that doesn't affect me because my people make more money than that. If you didn't have that base and if you didn't help those people who don't have representation, then in effect you couldn't do as well for your memberships.

So you have to remember that protective legisla-

tion is another vehicle in which you help your membership. Lacking those agencies and the funding of those agencies to be able to carry out that protective legislation, you don't need the statutes because they serve no purpose whatsoever.

Particularly the building trades know what I speak of when I talk about protective legislation. Davis-Bacon right now is under attack under the federal standards and what they are doing is administratively killing the intent of the law by simply saying you've got to be able to prove a 51 percent majority before a wage becomes prevailing. And it all depends on how you structure the area in which you look at.

So most of all, regardless of your legislation, if you don't have responsive agencies in government, and that's what the theme of this convention is, elect your friends and defeat your enemies, if you don't have those agencies that are responsible for carrying out the statutes that you successfully have passed, then in effect you have nothing.

So, again, building on this theme, carry it one step forward, elect your friends, defeat your enemies, but most of all, insure you have responsive government.

With that I think I'll make my closing. I promised I wouldn't go much more than five minutes in my remarks. So I'm afraid of the big hook coming out and grabbing me off the stage.

Thank you very, very much. I wish you well in your endeavors to decide what avenue labor will go in the future and let's have more of what we have seen with our parade and let labor speak its voice.

Wish you well. Thank you. (Applause).

PRESIDENT OSBORN: I hope all of you some day get to know as much as I know about Billy Shipps and what a true friend he's been to us. Quiet work is where it counts.

Off the record.

(Off the record discussion).

PRESIDENT OSBORN: At this time I don't know whether, our schedule is a little bit jumbled around. We do have that issue of concern where there's a caucus going on. And we have a subject that is so serious that we would like a full house. But I'm wondering if Michael Thornton, Attorney Michael Thornton, is in the hall. He's an asbestos specialist, a specialist on that subject. I guess he isn't.

Let me complete a little bit of a semi-report I was giving to you the other day. I told you in our COPE efforts that we had endorsed 100 candidates and 90 of those candidates were successful in the primary. I also said that there were some significant factors involved.

So instead of reading off 90 people that we were able to help be successful in their quest in the primary, I'd like to talk first about the 10 that we missed on.

We had a lieutenant governor's race, which some people probably still amongst themselves are questioning why the Massachusetts AFL-CIO endorsed Lou Nickinello. We had five candidates, and truthfully we could have lived with any one of the winners.

But we have been espousing throughout the past couple of years especially that we got to support our friends. And out of all the candidates the only one with an outstanding labor record was Lou Nickinello, and he was the only one who came forward and said he wanted to carry the banner of labor and announced himself as a labor candidate.

This is a constitutional officer. When that happens, it's very hard to say to anyone, someone who served for 12 years, and outside of one issue, I think, has been right down the line with us, and responsible

for \$900 million coming into our transportation system, etc.

He wanted to carry the banner of labor. We could not let that opportunity pass us. I myself was a personal friend of Evelyn Murphy. I served with her on various committees. The present one was on safe waste management on toxic waste. I had been the lead union, I had taken part with the lead union of John Kerry's congressional effort, Local 1505, IBEW, Raytheon, was a forerunner out in the forefront for John Kerry when he came that close to being the Congressman out of the 5th Middlesex District.

Senator Rotondi was my senator. We have a close relationship. But there are reasons sometimes when you have to do things that are hard for the local unions to understand. Lou Nickinello served labor while he was in the House of Representatives. Lou Nickinello wanted to carry the banner of labor.

Now, to close up on that the only problem with Lou Nickinello was he wouldn't listen to labor, and he admits it. He had more money than any other candidate. He met with us and we told him he had a low visibility and with the money he should start spending it. But he had a target date, which was the last 10 days, and he figured that was his campaign, he was going to make the decision rise or fall.

As you know, what happened he underestimated the ability of Evelyn Murphy and John Kerry and a few of the others to mortgage their houses, beg, borrow, whatever, to get media money, so his voice was just amongst the five. We were only able to raise him one position. That is the story on that race.

We had another loss. We have a program of friends and enemies, we named a person John Pignatelli. My wife is Italian, she says leave out the Gs. But Pignatelli out of Pittsfield, he was going to run against the incumbent out there, Republican senator, in the finals.

He was sure of that. We went out to Pittsfield. We met with him. There are 12,000 union members in his district. We offered to do a mailing to 12,000 members.

He, and I think Nick Speranzo, president of the Labor Council from Pittsfield, is here. He said I don't need you in the primary, that I'd rather have you provide effort into the final. He says I have no problem in the primary and I have a problem against the incumbent and that's where I want you to put all your resources.

John Pignatelli lost by 700 votes. We could have mailed to 12,000 union members. I'm not saying a mailing turns him around and stops them from voting for a Republican senator or whatever, but allows the union record on voting, and I do think there would be at least 700 union members stayed at home in the primary, that's not hard to believe, but who would have gone out and voted for the labor candidate.

So once again a candidate made his decision and he went down. By the way, his opponent, a young Democrat, was putting up billboards and on the radio, whatever, he was spending money.

John Monahan carried a union card. He ran for senator up in the Beverly-Peabody area. Come out of the SEIU. We got a late start, we didn't endorse John. He's state rep, excellent union record. He lost in a close race. He got beaten by a handicapped person by the name of Berry.

We think we will get along with him good. Berry was able to get 9,000 out of 11,000 votes cast in the City of Peabody, his home city. Monahan, the labor candidate, beat him in every other city, there were about five towns and cities involved. But Berry did

win. We put up a good fight there. We got in it a little bit too late.

Bryan Centinello out in the Hampden-Hampshire-Springfield district, running for senator. The union movement was split out there. There was a woman named Melconian, affiliated with Tip O'Neill. Labor movement was split. Didn't get to put all its resources and energy together, and the endorsed candidate did not prevail in that race.

John Gilbert was an MBTA candidate out in the Lexington area. Very few union people live in Lexington, Massachusetts. He didn't have a chance. He was endorsed and he lost badly.

Richard Sullivan, Norfolk, we did a good job down there. He lost by 160 votes in a hard race.

Richard Barney, an Iron Worker in First Plymouth, once again he didn't have his act together, but he was a union member and he wanted support, and we endorsed him. He got beat badly. He probably learned a good lesson and he might be back again.

Kevin Donovan, 7th Plymouth, lost to Hayes, another candidate named Hayes, who we just now endorsed for the final. Once again, it was a splintered union vote. We had people getting involved early on taking a firm position, getting their feet set in cement. And the endorsed candidate of labor lost out by his home Town of Abington being split down the middle between him and a person named Buckley, whose dad used to be in the House of Representatives, splitting up the union vote.

James Walsh, Second Worcester, out around the Gardner area, we endorsed him, he lost by 72 votes. Eddie Popowski was leading the charge for our candidate and he just missed.

Eva Hessner, Clinton. After the recount she lost by 63 votes. So you can see these are the people that we endorsed and lost, I'm not talking about the 90 that won, I'm talking about the 10 that lost, in three of those races if we had been just a little bit better we would have had three more people that would have been going into that State House saying labor elected me. So we are going to improve upon that and build upon that.

I'd like to just talk about a few of the winners to show you what can be done. We named Nicholas Buglione out of the 15th Essex as one of our friends. He was a champion for public employees. He came through in a pinch. He's the chairman of a critical committee for them, and he deserved the title of friend of labor. We did a mailing for Nick and he came in strong.

Patricia McGovern, Senator McGovern, we did a mailing for her, she came in strong.

Joseph Connolly, 5th Middlesex, ex-cop, a lot of friends, up against a strong candidate. Won by 100 something votes. Four days before the election I was up in our office with some volunteer firemen and other people stuffing envelopes trying to get out a last minute mailing. He's seen me since the election and said labor elected me.

James Craven, old veteran, lot of people against Jim. Solid labor record. Deserving of our endorsement. His area philosophically changed a lot and he had a hard fight. He won by 74 votes. There was a mailing done for James Craven.

Thomas Finneran, 15th Suffolk, Dorchester-Mattapan, involved in a very tough fight with a formidable opponent. We did a mailing for Tom Finneran. He was a winner.

Tom Gallagher, Allston-Brighton. Activist. Promoted plant closing legislation, workmen's compensation legislation. Named a friend in our program of friends and enemies of labor. We did a mailing for

Tom Gallagher and a lot of other work. Came home a strong winner, keeps calling what do we want him to do.

Eva Hessner once again, we got squeezed out on her.

So those are just some examples of what can be done and what almost was done. But I can assure you, one thing is certain, that the word is out there that labor in Massachusetts can produce, can produce. (Applause) And I think we are just beginning on that. I think we are just beginning.

Let me just ask a question. We had a suggestion come to us by a delegate, and I said maybe we will implement it for one day next year to test it out, but I'd like to hear from you some type of response.

He was saying that many of the delegates come from Worcester on out and New Bedford, areas far away from Boston, and don't get that much opportunity to get into Boston. It might be nice where we only meet for four hours during the day if we pick a day and run straight through, and that way after a full four hour morning session the delegates could have at least one day to enjoy the city or do whatever they care to do.

So I would like to hear if not from the floor, at least from the delegates when I move amongst you and talk with you during the convention, or George or anyone else, let us know what you think about that.

I myself think it would be a nice thing to at least try. We have it down in the Gompers-Murray-Meaney Institute and it's worked well. So maybe when we get back here next year maybe you'll see us take one day and run straight through and we will all go out and I'll show you the Town of Boston.

We have a message I've been asked to talk about. We can't circulate it around. We have endorsed Mike Dukakis. He's going to be your governor for the next four years and he's going to be my governor.

We are trying to be a formidable part of his campaign in these last weeks. We have cards passed around commitment to vote, I pledge to help Mike's campaign by voting on November 2, by urging neighbors, friends, relatives, co-workers, either in person or by telephone to vote for Mike. You just fill it out and you mail it in.

The more of these we get mailed in the better. Just to make them out here, they are on the table, make them out, leave them in front of your seat on the table, and they will be picked up. I hope you will do it because the worst thing you can do is have a candidate that looks good, looks like he's going to win, and you endorse him, and then you go to sleep.

Because these people are just as smooth as you are and just as sharp and they watch and they are going to watch and see what labor's going to do.

So I think we don't have to talk too much about that. We have the people out there. We have a candidate that is a winner. So I suggest to you that we go forth and do a good job on behalf of Mike Dukakis. (Applause)

I know you all got your Solidarity Day parade button by now, I feel sure of that. Have you if you haven't, there's a nice looking blond staff person out by our office out there in the corridor and I'm sure she would be glad to sell you a button for \$1, which will go to COPE and help you elect your friends and defeat your enemies. \$1 is not that much. We have a lot of problems.

I got a letter from Kathy Kelly. Kathy is the head of the Teachers Union here in Boston. She's not sure whether it's completely true, but it looks like the mayor might pull the rug out on the \$13 million

funding and will once again cripple the teachers. So we might be called to take some action at this convention to help her out.

But over and over again we call upon you to do your part and many times it just doesn't happen. If we have the family in labor that we talk about, just about 500,000 members and their families, we can only get our act together when we have a piece of legislation, whether it was plant closing, workmen's compensation, toxic materials on the job site, Secretary of Labor, prevailing wage, you name it, two and a half, just think what we could have done on two and a half if we get the response that's out there. If we could get 10 percent of the union membership to send a post card when we request it to the legislature, you're talking about 50,000 post cards.

I've seen these people run with two dozen, go into chaos. Yet I don't think sometimes they are seeing the power that we really have in front of us. And with this new start you're giving us, I hope that we can get out there and present programs to you so you can see that we are the biggest organized component of Massachusetts society, and if we only put it together, there will be no force within the boundaries of Massachusetts that can hold us back from making sure we and our families get the social and economic justice that we so rightfully deserve.

So next time you hear us talk about legislation, I'd appreciate any president or business manager of a union that's sitting out there to say, "Gee, I have a thousand members. He talked about the number 10 percent. I'm going to set a goal. I have a thousand members, I'm going to try and I will try and get 100 post cards signed."

I think it's a lot easier if you set that target of 10 percent and, hell, we will take five percent. That still would be 25,000. But if you set that goal, I think you find out you have a very successful effort. If you just try to Carte Blanche say I'm going to get a mess of cards, then you'll be disillusioned and discouraged.

But if you set that goal of five percent or 10 percent, I think you'll be surprised yourself at the direct result, immediate result you get, and it will be a wonderful thing for us as far as our legislative effort is concerned.

So we ought to think about all these things. There are so many things we can be doing. Central Labor Councils should be adding courses that are not available to you, but they just don't have the resources. We are trying to impress upon the national AFL-CIO they ought to press themselves to try and support the Central Labor Councils more than they have.

Don't think any of us aren't aware of the demand on a local union leader to be joining such a wide variety of Councils, District Councils, Central Labor Councils, Massachusetts AFL-CIO Councils, especially when you have declining membership.

But if we can put our act together and present the programs to you, I think you'll be able to stand up tall and say we spent the money in the right way and here is our return.

I think we in labor should think about productivity a little bit, too. Some of us are paid pretty good. We work hard. But I don't think anyone in office should sit back and say I've earned this seat. I think they should say I've earned the right to work in this position for the rank and file.

So we are going to be coming out and asking you to participate in many programs. We are going to have more workshops, more training. It will be a challenge not only for us, but for you, because I think a year from now we will be able to stand up

here and say we put it there and you didn't do your job or, ergo, maybe you'll be able to say we turned you loose and you did a good job.

But I think you're sharing an experience here that's going to be one that we needed. You've given us the tools to work with. But when we develop a program, please, please participate.

Brother at the mike.

BROTHER NICK SPERANZO: Berkshire Central Labor Council. I want to thank you personally for your involvement in our COPE to defeat our enemies and elect our friends. I really and truly feel you did one hell of a job and I feel you deserve a round of applause. (Applause)

Thank you. Those of us in the western part of the state where we have a membership of around 12,000 members, about 20 affiliated unions, we want to thank you very much from every one of us. (Applause)

PRESIDENT OSBORN: I didn't pay him, believe me. Thanks, Nick. Thank you very much. At this time I'll ask Executive Vice President Russ Campbell if he promises to make it very short, just tell you a couple of things that he's thinking about for next year's parade as far as bringing out the program through the state. Russ.

EXECUTIVE VICE PRESIDENT CAMPBELL: Arthur is always afraid that I'll talk too long up here and probably run for president or something. I'm not going to retire you all alone.

But next year the Solidarity Parade should be something that this state will be proud of because I think that, I'm not boasting, that I could raise \$150,000 to \$200,000 in seed money so that we can help the small unions out that don't have any money by getting the bands, it will be later in September, after Labor Day when the schools are back.

I'm pledging to you people I will have the Harvard College, Boston College, every ROTC band, and almost every band in the high schools of this Commonwealth, plus the CYO, their competition will be over, and when we get that we will get their dads and their moms and the members of the schools and the college.

And when we lined up on the last parade, the people that live on the streets are college students, they hadn't moved in on August 29, but they will be moved into those buildings when our parade is next year. As I stated to the Executive Board, not only will we have a parade committee, but we will have voter registration, we will have things for referendum.

I hope that with this money we raise we could probably give a week's vacation all paid for two people to Honolulu or California or Florida and if it's in Florida it will be in the wintertime, not in the summer, and with the cooperation of our new delegates, we are going to have one great parade next year. It will be announced sometime tomorrow.

Thank you very much, Mr. Chairman. (Applause).

PRESIDENT OSBORN: Thank you, Russell. Our next speaker has arrived. He's just setting up the slides and we will be continuing in just one moment, please.

We have a report to you on a late filed resolution that was sent to the Resolutions Committee concerning removing the woman at large seat on the Council. It has been withdrawn by the subcommittee and at this time I'm going to recognize the person that initially put in the late filed resolution.

And I'll just briefly inform you that it's been withdrawn on the basis that the Massachusetts AFL-CIO will appoint a woman's committee that will work on all the problems facing the labor woman

and it will be reporting back to this convention on its progress and its problems at the next convention.

Is Nancy Mills in the hall? (Applause)

SISTER NANCY MILLS: Executive Director of Local 285 of the Service Employees International Union and a delegate to this convention.

I'm rising to withdraw the amendment that was voted on by the convention delegates earlier. That amendment was to eliminate the seat, the woman at large seat, from the Executive Council and to replace it with an at large seat. I'd like to speak for a few minutes, if I may, on why I'm withdrawing this amendment.

It was my understanding and the understanding of a number of the delegates to this convention that that amendment was to be voted on as point No. 2 in proposed Resolution No. 1, which was voted on so overwhelmingly this morning, and that the leadership of this federation was in support of a position to eliminate the woman at large seat.

It was with that understanding that our delegation and a number of delegates to this convention entered this convention and it was with some surprise that we learned that the leadership was in fact removing No. 2 from the proposed amendment and that instead it was to remain a woman at large seat.

Because of our local union's interest in eliminating the woman at large seat, not, let me say, our interest in eliminating the guarantee of a woman on the board, on the Executive Council of this federation, that it was our interest in eliminating the woman at large label, not the guarantee of a woman on the board, that we made the proposed amendment.

As you must have noticed, there was a tremendous amount of concern, confusion, disagreement, over what the implication of removing the woman at large label would mean to this body. It was for that reason that Carol Drew, an Executive Council member and Vice President of this federation, and myself took opposite sides of the question, decided that we should bring women together who had interest in women's issues, to try to talk this over.

We have met. We have fought. We have struggled. We have discussed this matter thoroughly. I should say not so thoroughly. And what became quite clear is that the women in this convention, both delegates and guests and alternates, but also a number of men in this convention are very concerned that women's issues are not sufficiently represented in the works of this convention and in the works of this Council. (Applause)

Let me repeat, there is no disunity among the women that we need stronger representation, we need stronger voice in this federation, and that we have issues and agendas which must be dealt with by this federation in the years to come. And it is that unity, that unity that we need more strength, more representation, that has convinced me that we should withdraw the amendment at this time and instead we should ask you, Brother Osborn, and the officers of this federation to establish a woman's committee which shall be duly authorized and shall be charged with the responsibility of formulating agenda proposals to the federation and to the officers of this federation in time for next year's convention so we will go in united, without any confusion, without any problems about what is on the agenda, what isn't on the agenda, who is for what, but united as women and delegates and as trade unionists in insuring that 50 percent of this labor force is well represented in this federation.

Thank you. (Applause).

PRESIDENT OSBORN: John Canfield.

BROTHER JOHN CANFIELD: Treasurer, Local 2936 in Worcester. The main reason why we have a volunteer problem is because we didn't go strictly Democrat.

PRESIDENT OSBORN: Brother, I can't hear you with clarity.

BROTHER CANFIELD: The reason why we are in such a big mess is on account of what we did two years ago with Reagan. Now, I want to give this as a message and the way I word it is always Democrat. People complain about conditions today. There are declining jobs and they don't know what to say. This condition was coming for quite sometime, but people didn't listen because things were so fine.

A wise man who offered one word and listened to his allegiance and he will never get hurt. Now we must sit tight and wait this out and work together to turn this about. Let this be a lesson for what we can do, and should we some day repeat it for you. (Applause)

There was a politician who sang this song, could be in office and correct a wrong, band together and gave the vote and when he got there he was broke. The moral of the poem should be a golden talk is for you or me. When I give a break, this is what I say, help is waiting for you on judgment day. (Applause).

PRESIDENT OSBORN: Brother at the mike.

BROTHER JOHN YELLIN: President and Business Agent of Carmen's Local 589. I appreciate this opportunity to address the convention and I'd like to explain to everybody here a lot of the literature that you see distributed on the tables.

If you've seen some Barney Frank literature on the Barney Frank race for Congress on your tables, we are spreading that around. I'd like to, I think, in fairness to everybody, explain why we tried to get that message across.

Employees of the MBTA, and there are 30 AFL-CIO unions in the MBTA, not just Local 589, were set back through the passage of legislation over 50 years. We had a bill which was sponsored by Barney Frank, called the management rights bill, passed in December of 1980.

That bill has decimated the collective bargaining units in the MBTA. And it's been brought up here Barney Frank wasn't the only one who voted on that bill and he wasn't the only one who sponsored it and he wasn't the only one that helped pass it.

I agree with that. When those people run for Congress, rest of them that sponsor it and rest of them that voted on it, we will be out to knock their head, too. I think the banner in front tells the whole story, labor must elect our friends and defeat our enemies.

Management rights bill which was passed in the MBTA reminds me that the employees in the MBTA have less rights than the employees of Poland, and believe it or not, that's a fact. The 30 unions of the MBTA do not have unfair labor practice protection under the National Labor Relations Board or with the State Labor Relations Commission. We don't come under ERISA. We don't come under OSHA. We don't have the right to strike.

What they have done to us is reduce collective bargaining to collective begging. Some of the things that they have done to us under this management rights legislation I'd just like to run by.

In this legislation passed initially in our great State of Massachusetts, passed last year later in Georgia, and this year they expect it to be in 20 state legislatures across this country, but on the MBTA they took full time employees, laid them off. After they were on unemployment, they brought them back at 70 percent of the wage rate they had been

previously earning. We talk about prevailing wage and a big fight over that, it's gone in the MBTA. all of their benefits, health and welfare, sick days, vacations, 70 percent of scale, take it or leave it or starve out in the street.

They took away their union representation. For 70 years, since 1912, my local has represented people in the MBTA. Our personnel do not have a right to union representation, or so says the management. And they don't have a dues checkoff, so it's another swipe at the unions.

Sub-contraction, you want to see how they deal negatively in collective bargaining, if I get me a raise, I got to go back and tell them we got a raise, but we just priced ourselves out of business because they can get sub-contractors to do it cheaper.

Further, they don't seem to think they have to have union employees in the MBTA any more. A company organized back in 1912 with a three month strike, that has had nothing but union employees on since then, they now say we don't have to have union employees any more, we can sub-contract out to scabs. That's what they are doing. They are sub-contracting out to scabs. They are telling my union to do other union's work and vice versa.

Seniority, the corner stone of our local, corner stone of all unionism, fire anyone, management rights act takes that away from us. We now see overtime given out by merit, and I think all union people know how management defines merit. That to us is one of the worst parts of that bill.

They have also taken our right to bargain over the cost of living increases, we no longer have a contract which includes a cost of living increase. We can no longer bargain over overtime being included in pensions. We spent over \$500,000, my local, \$500,000, fighting this law. And people ask me why my union is not in favor of Barney Frank.

I think that those alone, that's not the whole story, but it's ample enough. But going back a few years those people remember the campaign Frank ran against Arthur Clark, remember Barney Frank ran on the backs of MBTA employees. We remember his quote, it takes three employees in the MBTA to change a light bulb.

Recently he got up and told us let's bury the hatchet, I'm sorry. Well, it's a little late for that. Just two weeks ago he was out in Newton in a debate and he said that one of the things he was proud of in state government he had done was he had stopped waste and inefficiency on the MBTA.

I'll tell Barney Frank and everybody here Barry Locke might have gone to the can, but not one union person in the MBTA was indicted and not one charge brought against one union person. (Applause)

I'd also like to bring out that when Frank was a state rep his record as rated by the state AFL-CIO between 1975 and 1980 was 26 wrong votes and four right. But now he's changed.

As I said earlier, in closing, Local 589 is not alone in their opposition to Barney Frank. There are many other unions here who have come out against his candidacy and I just want to make that point perfectly clear.

If I may in closing, I'd like to read a little poem that was read on Labor Day when Arthur Osborn and I were on the Jerry Williams show. Called we never forget. My advice to working men is this, if you want power in this country, if you want to make yourselves felt, if you don't want to have to wait long years before they find bread on the table that they ought to have, the opportunities in life they ought to have, if you don't want to wait yourselves,

write your banner, write your banner so that every political person knows we never forget.

If you launch the arrow of sarcasm at labor, we never forget. If there is division in Congress and you throw your vote in the wrong scale, we never forget. You may go down on your knees and say I'm sorry, and we will say that we will take you to heaven, but on this side of the grave, never. That was written in 1850.

Thank you very much. (Applause).

PRESIDENT OSBORN: I'm only going to allow one more speaker today. We made an agreement, iron clad agreement, because of the banquet tonight to be out of here by 10 of four. I'd appreciate it if you would allow the next speaker, if you're going to speak in similarity on the subject, to speak on behalf of your organization. Would that be agreeable? I want to live up to our agreement with the hotel because of our commitment. Brother.

BROTHER RON EVANS: Iron Workers, Local 7 in Boston. Mr. Chairman, brothers and sisters, I rise this afternoon to speak as the president of the 90,000 member Building and Construction Trades Council, State of Massachusetts.

I rise not to knock Barney Frank as much as I do to inform the delegates assembled that the 90,000 member Massachusetts Building Trades Council is on record and has endorsed Margaret Heckler based simply on her labor record and against Barney Frank. (Applause)

I was shocked when it came to my attention that the Massachusetts State Labor Council was going to endorse a state representative, a former state representative, who has the most atrocious labor record in the history of the Commonwealth, 26 wrong and four right. (Applause)

I would like to inform the delegation assembled that we endorsed and we will work diligently for Margaret Heckler for re-election based solely on her record. Thank you. (Applause)

BROTHER JIM GILROY: 1505. Mr. Chairman, we have listened to two speakers. I appreciate the two former speakers in referring to Barney Frank's former record. I as a delegate to this convention also felt the same way when he was a state representative. My local used our headquarters to support him, to support Arthur Clark against Barney Frank.

But now the AFL-CIO, the unity of the Massachusetts State Labor Council has said elect your friends and defeat your enemies. Barney Frank set a record comparable to none in the state as a Congressman. He's coming in here tomorrow. I think we should stand united. (Applause)

BROTHER TIM SULLIVAN: Not to change the subject, I don't care one way or the other about Barney Frank. I'm Tim Sullivan, I'm a Machinist and Aerospace Worker, and I want to address a very, very serious problem everyone, not just a congressional district, is facing in the State of Massachusetts.

That problem worries me as much as the OPEC crisis, as much as any oil problems we have or gas problems, and that problem is our medical insurance and who's going to pay it in future years.

PRESIDENT OSBORN: Brother, could I ask you, and I'm asking you, Brother Tim, you have a perfect right to be on the floor. You're talking about a problem that affects every delegate here and their membership. We are trying to close. If I guarantee you you'll be one of the first speakers in the morning. I think there would be a better chance for attention given to this important subject?

BROTHER SULLIVAN: Okay. (Applause).

PRESIDENT OSBORN: Before I recognize the next speaker, I want to make two quick announcements. One, Joan Buckley from the Teachers has lost her folder. There's an identification sticker on the outside of it, on the inside of it there's a role call vote with a name on it. If you would, if you please, see a folder turn it into one of the officers of the Massachusetts State AFL-CIO.

Mike Thornton, who was all set to speak, because of the request of the chair due to the past resolution, agreed to postpone until tomorrow.

Brother on the mike on the right.

BROTHER JOHN DEVLIN: Local 509. I'd like to speak very briefly in the interest of balance of why this convention endorsed Barney Frank, and it is because of his current record in the Congress which is 81 percent as compared to 67 percent of Margaret Heckler. (Applause)

I say further that right now Barney Frank is sponsoring legislation that will stop cutting disabled people, people who have lost arms and legs, who have massive coronary conditions, being chucked out of the rolls by the Reagan administration, and was impinging upon the jobs of the people I represent.

Let's not look at the past. Let's vote on a strong labor record. Let's vote for Barney Frank. (Applause).

PRESIDENT OSBORN: Brother on the mike to my right.

BROTHER MICHAEL RYAN: President, Local 718, Boston Fire Fighters. I was the legislative agent, Mr. Chairman, for my local union for many years. I was on Beacon Hill for many years. I saw Congressman Frank in action on Beacon Hill. I saw what he did to public employees. I saw what he did to my local.

He didn't want us to have the right to collective bargaining. He didn't want us to have the right to civil service. He didn't want us to have any rights. He went out to destroy our union.

We fortunately overcame some of what he wanted. The Carmen did not. It's easy for the delegates here who are not affected by what he left back in the state who got destroyed by him, who broke their unions, whose unions were financially ruined by him, who are living under his mandate which says we can't bargain for the number of people on the fire truck in this state, he left that here.

But he didn't also think that because we had a limited number of men on trucks that we should have a heart law, that we should have any special interest, as we call it.

The man had a terrible labor record. He destroyed the public employee, particularly my union, the Fire Fighters, and we are on record supporting Margaret Heckler based on not particularly what she did in Washington for us, but what that man left as a legacy to the fire fighters of this state.

I want everybody to know that my union is with Margaret Heckler. Thank you. (Applause).

PRESIDENT OSBORN: Listen, the chair happens to be at this time also the COPE chairman. I'd like to say this: That Barney Frank is going to be as our endorsed candidate for Congress a speaker at this convention tomorrow. I have spoken with some of the previous speakers and I have suggested, as we have in the past, that a convention doesn't have to be all lollipop and roses.

If there are differences of opinion, let's get it out here on the floor and let's do it today. But when that speaker that's invited by this august body, by this unified, this solidarity body, comes into this hall tomorrow, I hope we will be one.

There is a democratic process that happened and

Barney Frank was the winner. He's going to speak here tomorrow. And I know what problems they have, and they have to face their own members, and I hope you appreciate that.

But whatever the discussion is on Barney Frank on this floor, let it be right here and now today, and tomorrow let's stand back here in solidarity and be good union members with some class and honor. (Applause)

This is the last speaker. I hope you'll be short, brother.

BROTHER JACK TAYLOR: My brothers in 589 and the other brothers wanted to bring this to your attention today. We have no intention of embarrassing this august body tomorrow and you, but we wanted you to know why we felt the way we did.

You heard from 589 and heard him mention, I'm Jack Taylor from Local 103, and we have supported Margaret Heckler and continue to do so. But we are within the halls of labor now and we wanted to tell you why we did it.

This morning I listened to how the people are shortchanged. I listened to the Ladies Garment Workers and I felt badly about them losing jobs. Now we have problems and we want to relate them to you within the halls of labor. We have no intention of embarrassing anyone tomorrow.

I will even applaud Mr. Frank with tears in my eyes if I must, but I won't embarrass this body. (Applause)

Now, he went to Washington on the bodies of our membership and may be right, but while he was here he sponsored Chapter 581. I had 300 men on the T, they are now 250. The 50 jobs lost are lost forever. Those jobs on the T constituted work for over 80 years and they are down by what he did.

He put something in about changing the light bulb, plastered it all over the Boston Globe, embarrassed myself because I'm an electrician and I'm proud of it. He said he's sorry. I didn't see a retraction of that article in the Globe. (Applause)

It bothers me. It comes from the heart. I have no prepared speech. It comes from the heart and my members are bleeding and the members of 589 are going to be torn apart and we want to tell you in the house of labor why we supplied you with support Margaret Heckler and will work our tails off for her.

We will not embarrass this body tomorrow. We are proud of the AFL-CIO. We wanted to air our grievances today. Thank you, Mr. Chairman. (Applause)

PRESIDENT OSBORN: Thank you, brother. Vice Presidents in the Arlington Room at six o'clock. I say go forward in good health and come back with some happiness tomorrow because we have a great convention going.

Thank you very much. God bless you. This meeting is adjourned if there are no objections.

(The meeting was adjourned at 3:50 p.m., to be resumed at 10:00 a.m., the following day)

ADJOURNED SESSION OCTOBER 1, 1982

The Adjourned Session of the 25th Annual Convention of the Massachusetts AFL-CIO was held in the Park Plaza Hotel, Boston, Massachusetts, on Friday, October 1, 1982, commencing at 10:00 a.m., brother Arthur R. Osborn, Council President, presiding.

PRESIDENT OSBORN: I now declare this morning's session of the 25th silver Massachusetts AFL-

CIO convention in order.

At this time we will call to the podium for the invocation Rabbi Alvin Lieberman from the Veterans Administration, Boston, Massachusetts. Rabbi.

RABBI ALVIN LIEBERMAN: Good morning. By way of my invocation this morning for the 25th Annual Convention and COPE Conference, I would like to offer what is both a meditation and a message for all gathered.

We cannot merely pray to you, oh, God, to end war, for we know that you have made the world in such a way that man must find his own path to peace within himself and with his neighbor.

We cannot merely pray to you, oh, God, to end starvation, for you have already given us the resources with which to feed the entire world if we would only use them wisely.

We cannot merely pray to you, oh, God, to root out the prejudice, for you have already given us eyes with which to see the good in all men if we would only use them rightly.

We cannot merely pray to you, oh, God, to end despair, for you have already given us the power to clear away slums and to give hope if we would only use our power justly.

We cannot merely pray to you, oh, God, to end disease, for you have already given us great minds with which to search out cures and healings, if we would only use them constructively.

Therefore, we pray to you instead, oh, God, for strength, determination, willpower, to do instead of only to pray; to become, instead of merely to wish, for your sake, for ours, speedily and soon, that our land may be safe and that our lives may be blessed.

May the words that we pray and the deeds that we do both be acceptable before you, oh, Lord, our rock and our redeemer and let us all say amen.

PRESIDENT OSBORN: Now, if we can please have your attention. The master-at-arms will try to get everybody quiet and sit down. We are very privileged and honored today to have with us a good friend, a hard worker for us down in Washington. In fact, we have to get him right on to the program because he's going to leave immediately from here and go over to the airport and fly down to defeat, help us defeat the balanced budget, which action is taking place today.

Congressman Barney Frank ran for Congress just a few short years ago. His opponent was endorsed by the Massachusetts AFL-CIO. He fought hard, he worked, and he won. After his election we talked to Barney Frank and he said for Massachusetts to move forward for the working people to have a chance in my district, he says, I need labor.

I told Barney and others told him you just go down there and do a good job, that's all you have to do. And Barney Frank did that. He went to Washington and every time the chips were down he stood tall, he fought for us, and he won for us. (Applause)

Barney Frank had one of the highest labor records last year. He says am I doing good enough. I says what do you think. He says I'm going back down. This year he's 100 percent, 100 percent. (Applause)

It gives me great honor and privilege to present to you our Congressman today and for the future, Barney Frank. (Rising applause)

REP. BARNEY FRANK: Thank you. I very much appreciate Arthur's introduction. I appreciate also the fact he mentioned this afternoon we will be voting on the greatest diversionary tactic of all time, the constitutional amendment to require a balanced budget long after Ronald Reagan retires.

That is he was very careful when he pushed for a balanced budget to make sure that it wouldn't come remotely close to the time when he even hopes to be in office.

And if I were to miss the vote on that, I think we would all be in trouble with the AFL-CIO and legitimately so, so I will be having to leave.

But I want to thank you very much for the privilege it's been for me to be able to work with the men and women of organized labor for these last two years, both in Massachusetts and in Washington. I have come to be very grateful for the advice, the information, the experience which working people and their elected representatives have presented.

And not in a very long time has it been more important for elected officials to stay in close touch with those who work for a living and those who represent them. Because for the first time certainly in my memory we have an administration in power that simply does not understand nor sympathize with the needs of average working people.

And we ought to be clear that that's what we are talking about in this election. When President Reagan ran he talked about cutting waste and cutting fraud and reducing inefficiency. A lot of people were favorable to that. Certainly all of us know that, as in any human endeavor, there's going to be waste and inefficiency in any large scale operation.

Once he came to office President Reagan and those he's appointed to office, Raymond Donovan, David Stockman, James Watt, Richard Schweiker, they haven't even tried to cut waste or to cut inefficiency because they are fundamentally opposed to the notion that we ought to even try to deal with the problems that average people are going to encounter in our kind of industrial society.

Let's take the problem in an older urban area, whether it's Fall River or Lawrence or Worcester or Boston or anywhere else in New England. We have the problem of energy costs that now operate to our disadvantage. We believe that people ought to be rewarded for their own effort.

But it's not because the people in Texas are so smart that they have oil and we have none, that's accident of geology. I don't think a fair and rational policy punishes people because of an accident of geology. You know, Golda Meir once said she had one criticism to make of Moses, that would be the rabbi said this, she said he went all over the Middle East looking for a place to settle and picked the one country that didn't have any oil under it.

The Puritans did the same thing. Maybe very religious people shouldn't found countries. They got us up here without a lot of natural resources.

We suffer in the competition for industry because of energy costs over which we have no control. We suffer because we have an older set of factories. We suffer in part when you look at states like North Carolina and Arizona, we suffer in part because we are a state which has been proud to recognize the rights of organized labor and working men and women and there are people in this country who try to appeal to less scrupulous employers and say come here, you can exploit people because we will help you keep the unions out.

What we ought to be doing as a nation is responding to those things to try to form national policies that encourage job expansion and job retention in our older urban areas. There's nothing crueler than the plight of working people in their 50s who have worked all their lives and hard and well and then through no fault of their own the company picks up and moves away, not because they didn't work hard, but because energy costs are cheaper or because North Carolina is a union busting state.

We have some obligations because we are one country economically to try to provide a framework in which we can try to keep some of those jobs here. What's the answer of this administration? Let people vote with their feet. Their answer is if we lose industry in Fall River or Attleboro or Lawrence or Worcester, that's too bad. Why don't those people move to Houston, why don't they move to Tucson, why don't they move to Raleigh, North Carolina.

Forget the network of friends and family, forget the fact they probably paid off their own home and couldn't possibly sell it and buy another and pay the outrageous mortgage rates they are now being charged. That's what we get with this administration.

We are told by this administration we are going to have to have to better educate people because in the future the new job market is going to require a higher skill level. Yet this is the same administration which systematically tried to make it either difficult or impossible for the children of working class families and lower income families to go to college.

We are pricing higher education out of the market and we are going to have another cruel trap when young people are told you better get educated for the new kind of job but they can't afford to do it.

Housing is another example. Housing was always the American dream. We told young people work hard, marry, raise a family, own your own home. That has been made virtually impossible. We have priced middle income people and working people out of the housing market. An administration that says it's pro family has put the worst obstacles in the way of those who want to form a family. They can't afford a place to live.

We have legislation though that was supported by the building trades, supported by the home builders in industry, supported by a partisan congressional majority. Wasn't an old fashioned new deal program, though they have their place. This is a program that would have used the free market, private labor, with some loans being made to bring interest rates down from the 16 and 17 percent rate down to 11 percent rate, hardly a giveaway. Ronald Reagan vetoed it because David Stockman says we already have too much housing in this country.

As far as David Stockman is concerned the fact that working young people can't afford homes is simply not a federal issue. Understand, they didn't say with regard to student loans let's crack down on waste. They didn't say let's change the program so we can discriminate better between those who need the loans and those who are cheating us. They said let's cut them all.

They didn't say let's redo the housing program and see if we can get more bang for the buck, see if we can redesign them to make them more cost efficient. I would have supported that effort. They said whether the American people is adequately housed is none of the federal government's business.

That's what we have to get across. For all this talk of waste and fraud and inefficiency, as David Stockman admitted in the Atlantic last year, they are not interested in that. These are the people who have the fiscal view that Franklin Roosevelt was wrong and Hoover and Harding were right and it's none of the federal government's business whether handicapped children are educated or young people can go to college or people can afford homes.

That's the problem. Now they are extending their assault on all the people. People who worked hard all their lives in this country to build it up are now in fear of what's going to happen to them in their retirement and there's simply no reason for it.

Anyone who argues the economic problems of this

country are the fault of the elderly are simply wrong, wrong economically, wrong morally, I think we will prove in November they are wrong politically.

But what does this administration do? They cut back on Medicare. They want to postpone the Social Security cost of living increase. They cut out the death benefit for people on Social Security. Now we have a new one coming out of the Office of Management and Budget.

They will put a means test on Medicare. You know what that signifies. You're told all your life when you are working save some money, put some money aside when you retire. Don't rely entirely on Social Security. Now they want to say to people you worked all your life and you're 72 years old and saved some money and now you're sick, you go out and spend all the money you saved and then the government will help you.

What kind of incentive do you give people to save? Sometimes you don't want people to abuse a program. But do they think that old people get sick on purpose? Do we really have to give old people an incentive to stay healthy?

I don't understand the philosophy except in one sense, I said last week, I do understand why David Stockman and James Watt and Richard Schweiker and Raymond Donovan, why they like means tests. They do very well with them. No matter how you test them, they come out mean. (Laughter and applause) That's the attitude of this administration to elderly people.

We have to make it clear to the average people in this country that we are not opposed, by we I mean myself and organized labor, because I'm very proud that as I've looked at the issues and as organized labor looked at the issues we have come out on the same side, I think that's the side anyone with fairness would come out on.

When the administration tells us they will give us a big tax cut and then cut taxes for the oil industry, the average working person, people you represent, they are taking their pay checks and holding them up to the light and shaking them and jumping up and down on them, they still can't find a tax cut on them.

The oil companies are in great shape. We had in the Congress one guy from Texas get up, he said Mr. Speaker, he was so happy at the tax relief, he said, Mr. Speaker, the eyes of Texas are upon us. I got up after I said you know, Mr. Speaker, I'm a pretty neighborly guy. I don't object that the eyes of Texas are upon me. What bothers me is the hands of Texas are in my pockets. (Laughter and applause). That's what they gave us last year.

The theory was concentrated only on the supply side, give the wealthier people more incentive to invest and more incentive to produce. I was in favor of some things like that, I think we all were. We want genuine investment incentives, particularly in our older urban areas.

I want to reward people who save. But the bill they put through simply gave large amounts of money to very wealthy people for whatever purpose they had in mind. Does it help the economy when Bendix and Allied and United Technologies and Martin Marietta play monopoly with our money?

The small businesses, the whole building industry, they can't get credit, it's too tight. How many billions were tied up in that four way scramble? And did a single person go to work productively after that? Was a single job added at a factory? Was a single sales person added? It was great for the accountants and the lawyers, they will be living off that one for the next three years, and some people who own stock got a little bit of a benefit.

But out of all of that turmoil and all of that money tied up at a time of relatively tight money still, not a single productive job was added to the economy. The theory that giving more money to the rich is the way to stimulate the economy hasn't worked.

Unemployment isn't solely Ronald Reagan's fault. Obviously that would be partisan excess to talk about that. He inherited an economy that wasn't in great shape. The test is what did his policies do, did they make it better or worse.

They made it worse. This isn't hindsight. We said this. We said this a year and a half ago. You cannot have that kind of loophole laden tax relief, you cannot spend without limit in the military, I want to see a strong military, but I have to say there are some limits, there have to be some limits to what any government agencies gets and you can't exempt any one of them.

We told them that budget was going to cause high interest rates which would cripple any chance of recovery. We said you can't concentrate on supply side and forget about the demand side. General Motors has all the money they need to invest, just nobody can afford to buy cars in this economy. You can stimulate the investment process, but if average people haven't got the money to buy cars or buy homes, then you're not going to be able to manufacture cars or furniture or appliances or cut timber or do any of those other things. Their theory hasn't worked.

And now we come to November. And I think we have to be very clear that the American people are facing a very fundamental question. 50 years ago Franklin Roosevelt got elected and his view was that in a country which had one national economy, remember, as we well know, businesses are totally mobile, they can expand here or they can expand in Louisiana, anywhere in this country and even the world, but certainly within the country, people are mobile. The Supreme Court said anybody can move anywhere. You can't have interstate barriers.

Given that, there are some things that have to be addressed on a national level. You cannot set policies for one national economy on a state by state basis without doing a lot of harm. I mean sometimes they get to the ludicrous extreme when they tell us the environment is going to be done to state by state basis. Wind and water do not respect state boundaries.

But neither does investment capital. No state can maintain a reasonable set of policies in occupational safety, in unemployment compensation, in other areas, if there are competing states which want to deeply undercut them. That's the direction they want to go in.

I want to stress two points. First, I have no quarrel with the amount of money Ronald Reagan wants to spend in the federal budget. It's not how much they want to spend, it's how they want to spend it that's the problem. It's the question of priorities.

People should understand that they have specifically targeted in their program moderate middle income people. You look at the programs which have tried to benefit moderate and middle income people, they are the ones targeted for being wiped out.

Working people traditionally when they had extra expenses have been able to borrow and spread it out. Borrow money to build a home, to send the kids to school. Then we got the high interest rates which have crowded the average guy out of the borrowing market.

When I was growing up pumping gas at my father's truck stop in Jersey City, there were people

getting the rates they were getting last year but they wore pin stripe suits and snap brim hats and my father told me to stay away from them. (Laughter) That's the level of interest you used to get arrested for in 1955 is what the banks were getting a couple of years ago.

It wasn't the bank's fault, it was the fault of economic policies. In that climate, working people, middle income people couldn't afford to borrow. We said all right, let's have the federal government not give away money to them, but step in with programs in the housing and education areas that make it possible for them to borrow again.

People literally couldn't afford to borrow money. David Stockman said no, it's none of the federal government's business whether those two young people 25 years old and got married and making 25,000 between them, federal government doesn't care if they can find a place to live. Federal government doesn't care if 17 year olds in southeastern Massachusetts can afford to go to college. That's their problem.

That's what people have to understand. They are not trying to cut and make things work better. They are engaged in a philosophical assault which says these things shouldn't exist at all.

And I don't think the American people are prepared to walk away from what Franklin Roosevelt started. Not everything he did was right. He didn't think that. Not everything we have done is right over the years.

We have to experiment to focus when we run a program badly and correct it. To have private-public sector cooperation, to use free market incentives when they are appropriate. All of those things we constantly should be doing.

This administration doesn't want to try. They think Roosevelt was wrong, that whether or not we have adequate housing and health care and whether we provide for the handicapped and whether we protect our environment, whether we protect the right of working men and women to bargain collectively and organize in their own shops, these are things they want to cut back on.

They want to go back to a time when the free market takes it all and their metaphor is the rising tide will lift all boats. If I had my way and could amend the constitution to deal with the first amendment, I think I would ban metaphors from public discussions. Every time somebody uses one we get in trouble. Some people are living in yachts and some people in row boats, even some people treading water and some standing on their very tip toes and water is up to here and when the tide rises it doesn't lift their boats, it fills their nostrils and ears.

Yes, there's obviously an important role for the free market. We are a free market economy, but we also have got to understand that in a nationally technically advanced economically interdependent economy such as ours there has to be a way in which we can come together as a people and say we have some values that have to be advanced in part by our government.

Public safety and a clean environment and decent working conditions for people and adequate housing, all of these are things where there has to be a public-private cooperation.

I'm proud to be able to come to you and say based on my experience in the two years I have been in Congress the AFL-CIO and its constituent unions have become an indispensable part in my mind, they were before, but the AFL-CIO and its constituent unions are an indispensable part of the coalition that is necessary to establish that we can make government

an instrument of our will and of compassion and of effectiveness.

We don't have to choose between total inefficiency on one hand and total denial of any kind of government on the other. The AFL-CIO has pointed the way for that for two years. I'm very proud to have been able to work with them and I'm very grateful for the support and help you gave me today.

Thank you for letting me come here. (Rising applause).

PRESIDENT OSBORN: Okay. Before we have a big moment come up before us, but I have to do two things quickly and I hope you understand the urgency behind it.

Patco, we won't even go into it. You know the situation they are in. They got ahold of me late last night and unless there's a question from the floor we are going to bypass a certain obligation on late files.

They asked a late filed amendment be put in, Massachusetts Congressional delegation to support any house resolution calling for the reinstatement of dismissed air traffic controllers to restore the nation's air traffic system.

Now, as you know, we need three-quarters vote just to send this to late file Resolution Committee. Does someone second this late file resolution? Seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

One more time, Transit Workers, whereas Chapter 581 of the acts of 1980 has removed critical elements of wages, hours and seniority from collective bargaining on the MBTA;

And whereas many of these subjects, such as assignment of overtime, have been negotiated between the MBTA and its employees for 70 years;

And whereas managers and supervisors of the MBTA have used Chapter 581 as an excuse to ignore over three-fourths of union agreement on the MBTA repeatedly ignoring arbitration awards;

And whereas the automatic cost of living clause outlawed by Chapter 581 used to provide fair and reliable adjustments of the wages of MBTA employees;

And whereas the MBTA management has used Chapter 581 as an excuse to layoff MBTA employees and to subcontract their work to other companies some of which are non-union and do not pay a fair wage to their employees;

And whereas MBTA management may negotiate and resort to arbitration to achieve any reasonable changes in its union contract;

Therefore, let it be resolved that Chapter 581 of the acts of the Commonwealth of Massachusetts of 1980 shall be amended by the Great and General Court by removing Section 8.9 and 15 and thereby restoring full and free collective bargaining for all employees of the MBTA. Submitted by R. J. Guiney on behalf of Local 589. ATU.

Is that seconded? All those in favor say "aye." This will be referred to the Resolutions Committee.

Would the Escort Committee be ready. Let us have a long rousing standing welcome for Senator Ted Kennedy. (Rising applause)

You'd think he was one of our own. (Laughter)

A DELEGATE: He is.

PRESIDENT OSBORN: You better believe it. Once again, Ted Kennedy has come to honor the house of labor. And it wasn't easy. These are busy times down in Washington for our senator and he had a problem. He said where do you want me. We said we want you both places, be down there fighting and up here talking. And somehow Ted managed to put that piece together.

But no matter where he is or what the fight is, he's

been there not only for us, but all the working people of our great nation. You remember right after the tragedy of November, 1980, they were all quiet, let the new Sir Galahad ride around on his white horse.

Except one senator who stood alone and called out to the rest of the nation don't let this happen, this is wrong, you're going to injure the basic fabric of our strength, and that's the little people.

Ted Kennedy stood up there and he took a lot of lumps from the media trying to picture him as a stubborn obstinate person who just wouldn't go along with the will of 26 percent of the voters.

But he was right and now they are all rallying, they are all standing up. The man on the white horse is about to lose his saddle. He's going to fall off that horse very shortly.

And Ted Kennedy deserves the credit for being the leader that rallied the rest of our congressional delegation and the Senators to stand up and be counted.

We for many years have honored the Kennedy family with our support. And I guess it's the way life is designed. We need it more now than we ever needed him and we are going to go forward in this November and show the nation that the people of Massachusetts respect a Senator that works for them and they also love him because we are going to give him the biggest vote he ever got. (Applause)

Ted Kennedy. (Rising applause)

SEN. EDWARD M. KENNEDY: I'm honored to be here today and I'm delighted to be introduced by your president, nice to be with a president that I can agree with. (Laughter and applause) One of the closest friends I have ever made in public life, Arthur Osborn.

Arthur is a tireless fighter for all of you and for all the working men and women of Massachusetts. He is your voice in Massachusetts and one of the great labor leaders in this nation.

Well, it's good to get away from Washington and come home to Massachusetts. We have had almost two years of Reaganomics and now we know the result. Why things have gotten so bad that even ET got discouraged and had to go home. (Laughter and applause)

And I'm sure you've noticed the administration has a particular policy in regard to the building trades. They put it quite simply. If you've seen one building, you've seen them all. (Laughter)

As you may know, the president keeps saying we are all better off today than we were two years ago. In fairness, let's admit it. Some are better off. The oil companies, the utilities, the special interests, and the Democrats who are running for office this November. (Applause)

Let me acknowledge other friends and long time supporters. Your Secretary-Treasurer, George Carpenter. Your executive vice presidents, Joe Lydon and Russ Campbell. And so many of you who have stood with me both in happy times and in difficult days over the years.

I have spoken to this convention many times and I'm more grateful to you than words can say for your unflinching support and your unflagging commitment.

Last year the Massachusetts AFL-CIO was the first organization in Massachusetts to endorse me for re-election. You knew that this Senate race was the No. 1 target of the reactionaries and the radical right and you and I joined together and we resolved that the politics of fear and the tactics of smear have no place in this Commonwealth or this country.

For the last year we have been fighting back and because of that effort we will win a resounding Democratic victory on November 2. (Applause)

The message of that victory shall be heard across the length and breadth of America. In 1982 the voters of Massachusetts will say despite heartless reductions in Medicare and unemployment insurance, we continue to believe that the elderly and the unemployed deserve something back from our country in return for all they have given to us. And on this issue we have only just begun to fight. (Applause)

Despite the cruel attempt to cut the heart out of occupational health and safety, we continue to believe that the price of a living wage should never be an unsafe work place and death at an early age, and on this issue we have only just begun to fight. (Applause)

Despite an economic program which has brought us the deepest economic recession since World War II, we continue to believe that productivity and growth can be restored, that high interest rates can be reduced, and that we can provide jobs for all Americans, and then we can make America work again, and on this issue we have only just begun to fight. (Applause)

I'm here today because you and I have continuing commitments to keep. We have a commitment in this campaign to elect the entire Democratic ticket. We will elect as our next governor a man of exceptional talent and real conviction, who has stood with labor since he was first elected to the Massachusetts House in 1962, Mike Dukakis. (Applause)

And we will elect as our lieutenant governor that eloquent young leader of our party John Kerry. (Applause)

And we will reelect our superb Attorney General, Frank Bellotti. (Applause)

Our outstanding State Treasurer, Bob Crane, and our able Secretary of State, Michael Connolly. (Applause)

And we will reelect Democrats to the Congress including that very special speaker of the house, Tip O'Neill. (Applause)

And because labor will work extra hard and get out the vote, we will reelect Barney Frank in 1982. (Applause)

And, of course, it goes without saying that the biggest victory of all for Congress will be won by your old friend and mine, Eddie Boland. (Applause) And I know that my colleague, Paul Tsongas, was supposed to speak to you earlier this week, but he was there on the floor fighting for you on the unemployment insurance and the jobs training bill.

Our party will mark the way to progress in the state in the years ahead because of their leadership and leadership of individuals like Billy Bulger and Tom McGee and Chet Atkins.

Let me say one more word about a very close friend for whom I have the greatest respect, someone I am certain who will serve Massachusetts again in the future, Lieutenant Governor Tommy O'Neill. (Applause)

We are united as a party in 1982 and our cause involves more than the outcome of a single campaign. We are all allies together in a struggle for compassion and fairness and for a just and lasting prosperity.

You and your members know too well that all these hopes are in danger today from Springfield to Boston to New Bedford. Too many working people are receiving too many pink slips and not enough pay checks.

So the principles which have always been central

to the Democratic Party are at stake now as much as they have ever been before. And the painful and reactionary period through which America is passing we have stood our ground against overwhelming odds and can be proud of what we have achieved.

In the face of the right wing's effort to subvert Davis-Bacon and devalue your wages, we fought back and we have prevailed. (Applause)

In the face of the administration's effort to undo Social Security, we fought back and we have prevailed. (Applause)

And in the face of the most anti-labor administration and most anti-union Senate in modern history, we fought back and we shall continue to fight back and we shall prevail. (Applause)

Administration came to office promising to restore economic growth and create millions of jobs. Well, ask the 3,400 UAW workers in Framingham about that promise.

They said the Reagan-Kemp-Roth tax scheme was a new idea. But now we know what it really is, the old deal of the Republican Party in which the cards are always dealt from the bottom of the deck.

A year ago Democrats were warned to quiet our voices, to lower our vision, to trim our convictions, to say very little, and to stand for even less. But I voted against the Reagan economic program. I said then and I say again that the 1980s must offer Democrats more than an opportunity for opportunism.

We must welcome new faces and new ideas, but we must also have the backbone to stand for our most fundamental beliefs.

The struggle last year sometimes seemed lonely, but events since then have reaffirmed an essential truth, the last thing this nation needs in the 1980s is two Republican parties. (Applause)

Now the president has demanded a lame duck session of Congress after election to rewrite Social Security. Well, I say they deserve each other, a lame duck Congress and a lame duck administration. (Applause)

And I want to know why the president is so afraid to tell the people before the election what he plans to do after the election. In November let us send this message to the White House, no more lame excuses for failure, no lame duck session of Congress, and no more hair brained assaults on Social Security. (Applause)

In the 1980s we must address the long range problems in our program, but we must never permit this administration to savage Franklin Roosevelt's dream of Social Security in order to salvage Ronald Reagan's trickle down tax cut.

I for one do not believe that America voted in 1980 to repeal the social progress of a generation. The people did not vote in 1980 for the tried, but untrue theory that if government takes care of the richest individuals and the most powerful corporations, the richest individuals and the most powerful corporations will take care of all the rest.

It is time to state plainly that we cannot solve problems by throwing tax cuts at them. In this decade we must mark out the new direction of a new and simpler tax system. Real tax reform means a simple progressive tax code determined by the ability to pay a fair share, not costly, complicated, regressive tax loopholes that depend on the ability to pay a smart lawyer. (Applause)

We must create an industrial policy that sustains our basic industries and promotes new endeavors in the future. This nation had the vision to lift Europe and Japan from the ashes of World War II. If we could rebuild Japan a generation ago, surely we can

revive our basic industries and restore America as the soundest and strongest economy in the world. (Applause)

We must insist on fair trade as well as free trade. I reject the argument that those of us who believe this are protectionists. We are realists who say it is essential to stop the export of millions of American jobs. We are Americans who believe that this nation must never become a colony of Germany and Japan.

We will offer a new strategy to invest in America, to rebuild our roads and basic structure of our economy, to reindustrialize our basic industries and build a foundation for the new enterprises of the future, and we will reject the false and callous charge that American workers are to blame for our problems.

The workers of this nation continue to be the most productive in the world and they can outbuild and outcompete anyone if the rules of the game are fair and they are given the tools to do the job. (Applause)

At the same time we must stop the ceaseless borrowing of 10s of billions of dollars to pay for needless corporate mergers. For the past two weeks we have all watched the mindless game of merger monopoly played by the executives of Bendix and Martin Marietta. They spent billions of dollars, provided millions of dollars in unemployment insurance for themselves, and threaten the livelihood of thousands of workers.

Giant corporations should be investing in new equipment and productive jobs, not in multi-billion wars of conquest against each other. (Applause)

Instead of letting interest rates float eight, 10, 12 points above inflation, we must bring them down to reasonable levels and we must keep them down, not only in the weeks before the election, but throughout the years ahead.

These are new ideas and they are Democratic ideas and they turn us towards the future, but they do not turn us away from the greatness of our tradition as the party of the people.

And there is something else that must be said. We do not seek new ideas solely for the sake of their novelty. For us in the 1980s the test of an idea is not whether it is new or old, but whether it is right or wrong.

I believe in the old idea of labor unions to represent working men and women and we must continue to demand labor law reform and we must fight any attempt to place reactionary management lawyers on the National Labor Relations Board. (Applause)

We must continue to oppose the right wing scheme to rewrite the criminal code and prosecute union members for walking a picket line. The federal criminal code should be used for fighting crime, must never be misused for union busting. (Applause)

As I said in 1976 and I said in 1978 and I said in 1980, I say again in 1982, and I'll continue to say it until it comes true, if health insurance is good enough for the members of Congress and the president of the United States, it's good enough for the working men and women of Massachusetts and the nation. (Applause)

I believe in the old idea of law and order as the rule of law that works instead of a code word that doesn't work. I have fought to strengthen law enforcement and do so in ways that do not undermine our basic civil liberties. I have seen violence too frequently and too painfully in my own life and family.

Some elections matter more than most. This one this year matters as much as any in recent years. The central question is the kind of country we will be. I grew up in a family with many blessings. My

brothers and sisters and I were all taught that we had an obligation to serve others and do our part to see to it that the American dream can come true in the life of every family.

I'm here today because I believe in a society that cares about prosperity and hope and opportunity for all our people. I believe that Democrats can lead in the 1980s without becoming either the party of the bleeding heart or the party whose heart has turned to stone.

For two decades in the Senate I have been proud to be on your side and to speak up for the cause of labor. Just two nights ago I stood alone on the Senate floor and fought off a last minute attempt to amend Davis-Bacon.

That same night we rejected an amendment to cripple labor unions which were sponsored by Jesse Helms and the National Right to Work Committee. Let me tell you, there's no greater satisfaction in the United States Senate today than to defeat Jesse Helms and the so-called Right to Work Committee. (Applause)

And on the same night on the Senate floor I showed my colleagues a chart which clearly reveals the disastrous spiral of unemployment, which is up from 7.2 percent in July of 1981 and going right up to September of 1982 at 9.8 percent.

This represents over three million American men and women who were working in July of 1981 that have lost their jobs in the last 15 to 18 months.

And you and I hold our breath to know what is going to happen a week from today when the new figures and new statistics come out with regards to unemployment insurance and the unemployment rate. We all fear it will be over 10 percent and this is the largest group of men and women who are unemployed since before World War II.

And the indifference that we have seen by this administration on that issue, you know, this administration says that we ought to have patience. But patience doesn't provide jobs for working men and women. Patience doesn't put food on the table. Patience doesn't provide enough resources to educate our children and to put clothes on them or to pay utility bills.

They say prosperity is just around the corner. Well, this country heard the last time we had a Republican that said prosperity is just around the corner, and that was Herbert Hoover, and we turned him out of office and we are going to turn this administration out of office. (Applause)

Two weeks ago we celebrated the first anniversary of Solidarity Day, when thousands of workers in Massachusetts marched in Washington to demand economic justice. I was privileged to be part of that march.

Now we pledge to demonstrate our own solidarity in this election. In our campaign we must be as Democrats at our best, an advocate for the average man and woman, a voice for the voiceless, a party of both the middle class and the powerless, a source of strength for those who suffer and are weak.

With your help I intend to win re-election to the United States Senate in 1982. (Applause) And from that place I intend to challenge our country and our party to follow the guiding star of America as truly a land of liberty and justice for all.

Let me close on a personal note. I have a special place in my heart for the members of this federation. I can never pass a factory or a mill, I can never come home to Massachusetts without remembering how many of them and how many of you have shared my belief in a dream that will not die.

I spoke in 1980 about the golden friends I have.

You are the most golden of all those friends. For me and for my brothers you have always been there. And you have my pledge that my concern and commitment will always be with you.

And because we have kept the faith in a reactionary time and because you and I have refused to bend with the wind and break with the waves, I believe that this year and in the years beyond we as Democrats shall bring our party back to life, our country back to greatness, and our dream back to life.

Let's go out and work for a united Democratic victory this November. Thank you very much. (Rising applause)

Give a nice welcome to John Finnegan coming up here. (Applause).

PRESIDENT OSBORN: Okay. You heard it from our senior senator. (Applause) I think if you're being tired of being trickled upon by Ronald Reagan and his corporate team of America, you ought to get your families out there on November 2 and support Ted and the rest of them fighting for us.

At this time, we have a situation with 100 of our sisters and brothers from 925, an answering service. They have been out on strike for four months against part of corporate America, Mr. Limerick, who makes his living by taking over union shops, breaking them, selling them, and then rebuying them again for tax purposes.

They are out there for four months in Dorchester and they asked us if we could do anything, and we are passing the bucket around here. If you can afford a buck, put it in the bucket. That's an awful long time to be going without a pay check. They are standing tall. We hope to win for them in the future.

We have one more late filed resolution, which I will read for your approval. Resolution in support of House 7023 in the United States Congress affecting postal and federal employees.

(President Osborn read the federal employees health benefit program resolution).

PRESIDENT OSBORN: You have heard the resolution. Is it seconded? All those in favor sending this to the Resolutions Committee say "aye." All those opposed. It's a vote and so ordered.

Brother Tim Sullivan.

BROTHER TIM SULLIVAN: Brothers and sisters, my name is Tim Sullivan. I'm with the Machinists and Aerospace Workers and I have been coming to this convention since 1968. I have raised many, many issues at this convention, whether it be the radical takeover of the oil companies or the bombing of the White House or what have you.

But I'm getting a little older, so I'm not going to bomb anything this morning. I think right now we are faced with a very, very grave problem in Massachusetts. I listened to Ted Kennedy speaking. I listened to Barney Frank. And I listened to all the issues that I was very well aware of.

One issue that we can do something about as labor leaders in this room bringing it back to our membership is the escalating cost of medical care in this state.

At one time when you came to this convention you saw Blue Cross-Blue Shield out there giving you all kinds of advice how to save on medical care. I didn't see them this time because of one reason, I think. Their prices are going up just as rapidly, if not more so, than a private carrier.

This year I am negotiating another one year contract with a new owner. Last year I negotiated a one year contract. This made me more aware of what the escalating costs in Blue Cross-Blue Shield have been.

For you people that haven't negotiated too many

contracts and are not aware that Blue Cross-Blue Shield or any other private carrier is a cost item in your contract, it's coming out of your pocket, you better get aware of it.

What the employer is saying in many, many areas, and my shop in particular, is here is the cost of your medical insurance. Now we bargain from there. Here is what has happened to my local in just two contracts, one year contracts, since 1980.

When I went into negotiations in 1980 the cost of a family plan at my factory was 114.69 per month. Last year it rose to 152.60 per month. This projected year, starting next month, in November, the Blue Cross master medical in my factory will be \$207.28 per month. To break that down roughly, that's \$1.25 per hour.

Your members are paying for it. You owe them to tell them what they are paying, No. 1, to get an itemized bill what's being done to them, No. 2, in these hospitals, where bed pans are being charged for \$50 for a bed pan.

I'm telling you, before you know it, these health care prices are going to be more than your mortgage, more than your grocery bill, more than your car insurance combined. There are no controls, no containment.

We as union leaders are not doing our job because we are acting like it's a free service that we are negotiating for nothing. Believe me, it's not for nothing. It's coming out of your membership's pocket. And I think you have an obligation to go back to your locals from this convention and do something about it.

Thank you. (Applause).

PRESIDENT OSBORN: Thanks a lot, Tim. I'm going to plead with you to have a little respect for our guest speakers that are going to be coming before the microphone. If you want to talk, go out in the hall. Please, have a little respect. They came here to the house of labor. Keep the noise down.

Just a quick announcement before I introduce the next speaker. October 9, State of Vermont, marched in our solidarity parade on August 29, on October 29 they will be having a march themselves in Montpelier. I'm going up there and if some of you find the time, go up there with our brothers and sisters from Vermont.

I want to point out and wave to you, good friend regional director of the UE, Doug Perry. Doug, working close with us in solidarity. (Applause)

Yesterday we asked a young man to step aside so we can move our program along, Attorney Mike Thornton on a very important subject, asbestosis. Hundreds of thousands of American workers are going to be killed by asbestosis before the turn of the century.

We have an expert on this subject with us. I'd like your kind attention for Attorney Mike Thornton. (Applause)

MR. MICHAEL THORNTON: Thank you, President Osborn. I have a little less time than we originally anticipated, so I'll speak fast and ask you pay attention because it affects virtually the lives of many of your brothers and your sisters in your respective unions, that is the subject of asbestos disease.

It's very topical now because of the Manville bankruptcy. I think people in this country are finally beginning to understand how many people are going to be killed to have their health maimed by this asbestosis disease.

I noticed the MASCOSH pamphlets on the table outside. I recommend the one about cancer deaths to your attention. You'll find a lot of people outside of

construction trades, which everybody knows, are affected by asbestos diseases, are also exposed to asbestos.

What are asbestos diseases? They are asbestosis, a scarring in the lung that produces shortness of breath similar to emphysema. In addition to that there's a variety of asbestos related cancers from lung cancer, any cancer of the gastrointestinal tract, and a rare cancer only caused by exposure to asbestos, occupational exposure.

I think most of you know there are thousands of lawsuits in this country and literally over a thousand lawsuits pending in federal court in Boston, Massachusetts, on behalf of the victims of asbestos disease. Most of you don't know why all the victims are suing the poor asbestos manufacturers for their illness and their injuries and deaths.

The manufacturers would have people believe, in fact it's Johns-Manville's key position they knew nothing about the dangers of asbestos disease until 1964. You may have seen their advertisements proclaiming that. Therefore, they shouldn't be held responsible to those victims exposed prior to 1964.

Many of you right in this hall have been exposed to asbestos prior to 1964. If you don't have an asbestos related disease now, I'm here to give you some bad news. Statistics are very grim and it's not unlikely many people in this hall haven't developed one yet certainly will in the future.

If we sue the asbestos manufacturers on behalf of our clients, the sole issue involved in these law suits is who knew what when. We say the manufacturers had actual knowledge of the dangers of exposure to asbestos dust prior to 1964, in fact as far back as the 1930s, and they, therefore, should be accountable to the victims of those diseases because when they found out about the dangers, not only did they not warn the people who were affected, the unions and the contractors and the workers of the dangers, but they actually conspired with each other to keep the dangers from being known to the general public and the workers that used the asbestos containing materials that were around them.

That conspiracy lasted for over 40 years and as a result, according to Dr. Irving Selkoff of Mt. Sinai Hospital in New York, who is the world's leading expert on it, there will be over 200,000 excess cancer deaths in the next 20 years here in America.

Now, I want to remind you again, I've got some slides here, if we can have the screen lowered, please, I brought some slides with me which are slides of documents which we used in court to prove our case, that is the manufacturers knew prior to 1964 and, therefore, they should be accountable to the victims today.

As you look at these slides, remember the central issue, the manufacturers said we knew nothing prior to 1964. I think you're going to see this morning why they are getting million dollar verdicts against them. Turn on the projector and see how clearly they will be able to read this. Would you lower the house lights, please.

This is document No. 1, been used fairly effectively throughout the United States. You notice this is on the stationery of Asbestos Magazine, I assume it's a trade journal of the installation industry, been widely circulated over the years in this country.

If you look at the first and second paragraphs you'll find it says, letter from the editor of Asbestos Magazine to Sumner Simpson, president of Raybestos Manhattan Asbestos Company, and he says, "You may recall that we have written you on several occasions concerning the publishing of information or discussion of asbestosis and the work

which has been and is being done to eliminate or at least reduce it.

"As you have requested that for certain obvious reasons we publish nothing, and naturally your wishes have been respected."

The interesting thing this is dated September 25, 1935, you see up in the far right-hand corner. This is when the manufacturer said they knew nothing about the dangers until 1964, so they wouldn't be accountable for all the victims.

Next slide. When Mr. Simpson got that letter from Asbestos Magazine, he was a good friend of Vandiver Brown, secretary and general counsel of Johns-Manville Asbestos Company, largest manufacturer of asbestos products in the world.

You look at this letter, the main paragraph, he states, "as I see it personally, we would be just as well off to say nothing about it until our survey is complete. I think the less said about asbestos, the better off we are, but at the same time we cannot lose track of the fact that there have been a number of articles on asbestos dust control and asbestosis in the British trade magazines.

"The magazine Asbestos is in business to publish articles in the trade and they have been very decent about not reprinting the English articles." You see how they felt about the workers in the 1930s. That was in October, 1935.

This is Mr. Brown's reply to Mr. Simpson two days later. He states, "I agree with you our interests are best served by having asbestosis receive the minimum publicity." 1935 these letters were written. It's now some close to 50 years later and they are still saying we just found out and, therefore, we shouldn't be held accountable to all the victims of asbestos disease.

Next. Manville and the rest of their co-conspirators in the asbestos industry went far beyond trying to merely stifle the media. They actually successfully for many, many years in this country controlled all research concerning possible exposure hazards to asbestos disease.

The way they did this was by financing all the studies done in various research institutions. In exchange for that financing they retained total and complete control over publication of whatever results came out. That's why people didn't know anything about the danger of asbestos until the late 1960s and early 1970s.

This is an example of a contract drafted in November of 1936 between the manufacturers and a research institution. It states in part, "It is our further understanding that the result obtained will be considered to be the property of those who are advancing the required funds, who will determine whether, to what extent, and in what manner they shall be made public. In the event it is deemed desirable that the results be made public, the manuscript of your study will be submitted to us for approval prior to publication."

They had total control of all these things for 40 years and that's the reason many of your physicians didn't know that asbestos was killing and maiming people on a wide scale in America.

Next. This is another slide showing another example of such a contract, but I shouldn't go on through it. I have about 6,000 of these. I will show you just a few today. I assure you the proof is as limitless as it is convincing.

This is something written in that contract. You see the date. They agreed to go along with the fix. The laboratory should have published, and the manuscripts shall be submitted.

Next slide. Matter of fact, why don't we go through to the last slide. This is one of my favorite slides.

There's been a great deal of publicity generated by Manville Corporation when they recently went bankrupt. They said the only reason they went bankrupt is because of the unfair claims of all these asbestos victims across the country.

This corporation with nearly \$2 billion in encumbered assets found a loophole, which Senator Kennedy referred to, once they stepped into bankruptcy they are immune from the lawsuits of victims now and victims in the future.

And in their full page advertisements in the *Wall Street Journal* and *New York Times* and *Boston Globe* they said they had to take this step because, again, they just found out about the danger of asbestos and, therefore, it isn't fair to hold them accountable. They are asking for Congress to give them relief, bail-out for all the lawsuits of their victims.

Their position is aptly summarized in this particular slide. I'd like to call your attention to the bottom of the page, letter from the trial attorney for Johns-Manville writing to general counsel for Johns-Manville.

You will note he states, "In fact, one of our principal defenses in actions against the company on the common law theory of negligence has been that the scientific and medical knowledge has been insufficient until a very recent period to place upon the owners of the plants or factories the burden or duty of taking special precautions against the possible onset of the disease to their employees."

Ladies and gentlemen, that letter was written on December 15, 1934. This is now 48 years later and Manville is crying for your sympathy and for Congress' sympathy by giving the same old story. They just found out.

This is one fight which labor can win because it cuts far beyond the construction trades although they are the ones primarily affected. If Manville is permitted to use the bankruptcy laws, there will be a true perversion of justice and even more of a perversion of justice if they are allowed a bail-out by Congress which will require compensation of victims be paid by taxpayers.

Coming up this fall there will be several provisions put forward by your unions which will deny other companies this loophole which Manville attempted to crawl into which will attempt to force Manville back out of bankruptcy where it will be forced to face victims and compensate them fairly.

I ask you to support these bills in Congress in the fall and next session starting January. I thank you very much for inviting me. (Applause).

PRESIDENT OSBORN: Thank you, Michael. Call the Resolutions chairman forward at this time, Jack Taylor. A couple of late files. We will set up a couple of mikes here.

BROTHER TAYLOR: Mr. Chairman, the Resolution Committee met in the lobby 15 minutes ago to discuss three late filed resolutions. We will act on resolution submitted by Richard Guiney from Local 589, Transit Workers. You have copies on your tables.

(Brother Taylor read the Resolution concerning the MBTA).

BROTHER TAYLOR: The Resolution Committee concurred with this resolution, Mr. Chairman. I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You heard the recommendation of the Resolutions chairman concerning this resolution affecting the MBTA employees. Is it seconded? All those in favor say "aye." Opposed. It's a vote and so ordered. Thank you, Mr. Chairman.

I'd like to now have your kind attention for our

next guest. I'd like you to give him a warm welcome, the next governor of Massachusetts, Mike Dukakis. Come on up, Mike. (Applause)

We heard this morning from our senior senator, Senator Kennedy, his thoughts about what's happened in this country and how he thought and he called how he fought and called for us to put the importance behind the upcoming election of the governorship.

We got to act as a team. Ted Kennedy is down in Washington fighting for us. We need another good liberal like Mike Dukakis fighting for us here in Massachusetts. (Applause)

We did not take a stand for endorsement in the primary because neither of the Democratic candidates had the two-thirds, which is a big vote, needed on our committee. And they both agreed to forego the request of endorsement and to let the best man emerge from the primary, and Mike Dukakis won that fight. (Applause)

Within a few short hours Mike Dukakis called our office and said that he wanted to meet with the leaders of the Massachusetts AFL-CIO. We invited him to the house of labor. He came and he told us in a very short sentence, if Massachusetts is to survive and succeed and to establish itself once again as the leading progressive state in the nation, he says I need you, labor.

So we said to Mike we are going to go out and support you, but we need a clear message from you that you are for certain things. We laid them on the table. We said we need jobs. He has many new ideas already on how to quick fix some of our industries that are already over the edge of the cliff.

He has long range plans for employment. We asked him what he felt about the Secretary of Labor. He said I'm with you a hundred percent. (Applause) We asked him what he thought about our request for a study on workmen's compensation, to commission a study on that serious situation that's existing in workmen's comp.

We told him that we asked for a study and the money was shipped off somewhere else. He says, "Arthur, we won't wait for legislation. We will create that study as soon as I get in office, that will be one of the first things we talk about. If I have to use governor's discretionary funds, we will do that, too." (Applause)

And that was the flavor of the talk. It was a good, warm, enthusiastic meeting. But he's asked us for something, he says I can't do anything for you unless you help place me into the governorship of this state and no one can be elected governor without labor's support.

So we are going to do that. We will work these next four and a half weeks and we will do our best to show Mike Dukakis that we do care, we are important, and we can produce, our productivity is going to be the best in the campaign history of Massachusetts.

We want to bring forward now our next governor, Mike Dukakis. Mike. (Rising applause)

GOV. MICHAEL DUKAKIS: Thank you all very much, Arthur, thank you very much and thank you all. I don't know how I could express adequately my gratitude to so many of you who were so important a part of that coalition of ours during the primary.

And to those of you who were a part of that, I'm very grateful. To those of you who for many good reasons could not be with me, I simply want to say to you, as Arthur said this morning, the door is open. We want you to be a part of that coalition, we want you to be a part of this effort.

One of the things that I said to Arthur and George when we met a few days ago was that I think organized labor as a political force in this country is coming

back and coming back very, very strongly. I think we are seeing that in Massachusetts, we certainly saw it in New York one week later in the New York primary, it's happening all over the country.

I think you ought to be very proud of that because you're a very, very important part of this effort to put the Democratic coalition back together again in this country and in Massachusetts. And I'm very grateful to all of you.

I'm grateful, Arthur, to you and to the members of your committee who have been so kind and so generous to me. And I will only say to you both this morning and in the weeks and months ahead that I'm going to do everything that I can not only to make all of you very genuine partners in this campaign, but to make you very genuine partners in the next state administration. I mean that very sincerely and I look forward to working with you. (Applause)

Now, I have been preceded on this platform by two of the best people I know in politics, one of whom is the funniest and one of whom is one of the most outstanding. I'm not sure after Barney Frank and Ted Kennedy I can do justice by this mike, but I'll do the best I possibly can.

I know Senator Kennedy talked to you about what's happening nationally, we don't have to talk to you about that because you know. You represent the people that are being hurt, the people that are being threatened, people who are being laid off, people who are in fear of their jobs and their futures.

But I must say to you that I was not amused, but kind of intrigued when I watched the president's press conference the other night, I haven't had much time to watch presidential press conferences lately, as all of you I'm sure will appreciate. And I listened to him tell us that all of our economic problems were the result of failed policies over the past 20 years. Remember that? 20 years of failed Democratic policies.

Ladies and gentlemen, 20 years ago was 1962. John Kennedy was the president of the United States. I don't think the country was failing. In fact, I remember that as a time when we were up and moving and we had exciting leadership and we were doing things. And we didn't have young people in this country knocking around for months and months and months trying to find a job and other people threatened with layoffs.

This country was moving. It was surging forward. Our economy was getting stronger. People were living well. There was a sense that it was getting better. Remember? That was 20 years ago.

That was 20 years ago under a Democratic administration in our nation's Capitol led by a son of Massachusetts. That's the legacy of the Democratic Party at its best. That's what was happening in this country 20 years ago.

I think we all know what's been happening over the past two years in Washington and why in the next few days I suspect we are going to have some of the most depressing unemployment figures we have had since World War II.

Now, if you're the governor of this state and you care about people and you care about jobs and you care about families and you care about communities, you've got to be working shoulder to shoulder with our congressional delegation to change those policies.

I'm going to suggest some things this morning that I hope working together we can do here at home to turn this situation around. But if we have an administration in Washington that is doing things that are hurting the economies of the older industrial states of this country, including Massachusetts, then no governor can do the kind of job he's capable of when national policies are working the other way.

And one of the things that I hope we can do together and I know we can do together is to work with Ted Kennedy and Barney Frank in what has to be the strongest congressional delegation in the nation to change those policies and to get people back to work so that I don't have to go out to Framingham — (Applause) — so that I don't have to go out to Framingham and sit down with my friends at the United Auto Workers and try to figure out what we are going to do about 3,400 men and women who are losing their jobs today and haven't the slightest idea when they are going to be called back to work.

And so that I don't have to go down to see my friends in southeastern Massachusetts and Fall River and New Bedford and ask them what the latest unemployment rate is and hear it's 15 and a half percent in New Bedford and almost as bad in Fall River and getting worse and worse and worse.

And one of the things that I hope I can do with you is to go to work with that congressional delegation of ours to turn these policies around, to stop what Reaganomics is doing to us and to our people, and to get this country moving in the right direction.

And I believe we can do that and I believe that if we work hard together here and in the other elections across this country on the first Tuesday in November, we are going to send a message to Washington which is going to be loud and clear and I think you'll see the Congress pulling away from the White House and beginning to do the right thing in turning around these policies which have caused so much harm, so much misery, so much deprivation to so many people in this state and across the country. (Applause)

But it's not just Washington I want to talk about this morning because there are some very specific things I hope we can be doing together in January. Arthur mentioned some of them. Let me go through them very quickly with you.

It's not just Reaganomics. I was the guy that walked into a State House in 1975 and inherited a \$600 million deficit and 11 and a half unemployment rate from the last Republican administration we had in Massachusetts. So this is a pretty consistent pattern that we see in Washington and in Massachusetts.

You all know how difficult it was for us to get out of that mess, to pull ourselves up by our bootstraps, to balance our books, to get people working again. We did that.

And thanks to two Democratic administrations we now have a state government that is fiscally sound and we have had a state economy which, until recently, has been doing a lot better than the rest of the country.

Now, what can we do together here at home to keep that going and to make sure that as we change those policies in Washington we are using state government as a strong driving force to get people back to work again?

First, we have got to move that construction pipeline. A lot of you are in the building trades; if you're not, you depend on a lot of those construction projects for the work of you and your people. And that state construction pipeline has to move. That's the job of a governor. Nobody else can do it.

I hope I can be working with you to get projects moving, to get them up on their feet, to do public projects effectively, to do public-private partnerships effectively. We need more Copley Places, we need more Park Plazas, we need more of the kind of work that we did together when I was governor and you helped me with and I hope with your help that we can get back on track with those kinds of projects.

Secondly, I want to explore with you the possi-

bility that we can use some \$2 and a half billion in public pension funds for job created projects in this state. (Applause) And here again the building trades have shown us the way and have begun to do some things with their pension funds.

We are sitting on two and a half billion of your money and mine sitting in public pension funds instead of putting that money in shopping centers and Houston and I don't know where, why can't we put it in the economy of Massachusetts and create jobs. (Applause)

Thirdly, the Congress, as you know, once again with the leadership of Senator Kennedy and our congressional delegation has just passed the Kennedy-Quaill bill, so for the first time it will be the governors of the 50 states who will be given the responsibility for putting together employment and training systems for their people in their states.

I'm going to need your help on that. I'm going to need your help on that. Because what we will be presented with next year is a large employment and training block grant and it will be up to the governors working with their friends in organized labor and others to make sure that those employment and training funds are used effectively to train and retrain and help our citizens find good jobs.

I'm going to need your help, I'm going to want your help. I know you'll be there with me on it and that you'll be working with me to make sure those funds are spent wisely and well and for the benefit of our people.

Arthur already mentioned workmen's comp. I don't have to tell this audience what kind of a mess we have in workmen's compensation system. I meant it when I said to him that if the legislation and the funds are not available right now, I don't want to wait around, folks. A governor can set up task forces, we can put commissions together without the benefit of legislation if necessary.

I want to do that and I don't have to tell you you're going to be very important parts of any kind of workmen's compensation commission or task force or study commission that goes to work on that system and tries to bring it into the 20th Century and try to make it as good a workmen's comp system as we have in the country. (Applause)

Finally, Arthur mentioned the Secretary of Labor's position. I can say to you from the benefit of my own experience as governor that it is very, very important not just to you, but to me, that there be somebody sitting at that cabinet table who speaks for labor, who advocates for labor, and who is labor's representative at the very highest levels of state government.

We didn't have that when I was governor. We still don't have it. I think frankly my administration suffered for it. I want somebody who will be, sure, my cabinet secretary, but yours and ours as well, and who can do the kind of job that a Secretary of Labor ought to be able to do and should do and must do, not only to represent you, but to make sure that your voice and the voice of your members is heard at the cabinet table of this Commonwealth.

And as soon as we get ourselves back up there to the State House in January we will work together and put a bill together, we will file it together, and I hope we will get it passed together. (Applause)

In closing, however, let me say one other thing which I hope goes without saying. One of your members was nice enough to say to me as I walked in to the hall today, "What are you worried about, it's all over." Folks, it's not all over.

I took one election for granted in my life and I will never ever let it happen again. (Applause)

I've got to tell you a story which some of you have

heard, but I want to tell one more time because it says everything about what happened in 1978 and what I hope is not going to happen ever again, particularly in the next five weeks.

I don't know how many of you are parents of teenage girlings. A few of you. Sure. I have a couple and they are wonderful kids and the apple of their daddy's eye. But like most teenage girls they have an affection for the telephone which I've never been able to understand. They are always on it. Always on it.

My kids are no exception. About a year and a half ago when I decided I was going to run again on one of those rare nights when I was home, I went upstairs to a little room I have on the third floor of our house and plugged in the telephone and sat there as I was doing at the time if I had some time at night calling 40, 50, 60 people a night around the state to tell them I was running and asking for their support.

And my then 15 year old, now about to be 17 years old, about two hours into all of this, about nine o'clock at night came upstairs and kind of looked at me for a while and said to me, "So when do I get to use the phone?"

I said, "Look, sweetheart, there's a campaign on and on those rare nights when your father is home he's got to be on the telephone more or less continuously and you're not going to be able to use the telephone."

She kind of looked at me with a grin and said, "I don't remember you doing that in 1978." I said, "That's why your father is no longer the governor of the Commonwealth." (Laughter and applause)

So at this time I don't have to tell you we are making telephone calls. But we have a million telephone calls to make between now and the second of November, no kidding, a million telephone calls. And I don't have to tell you how terrific so many of you in this room were in helping us with those phone banks and that voter identification and getting people to the polls.

Now we need all of you. I am not kidding you when I tell you that your members are listening to you, they care very deeply about who you're supporting and who you're endorsing, and never have I sensed that quite as much on both sides of the contest as I did in this election. You ought to be very proud of that. But it also puts a very, very important responsibility on all of us. I value this endorsement. I am grateful to you for it.

But it is very, very important that we work our heads off in the next four and a half weeks to make sure that this doesn't slip away. And I can tell you that John Kerry and I, by the way's, going to be a great running mate and great lieutenant governor and he's very grateful to you as I am for your support, we will be campaigning as hard as we ever have in our lives to make sure we win that victory on the first Tuesday in November.

I don't have to tell you candidates can only do so much. You're the people, you're the people. You and this great coalition of ours that can make that victory a reality.

I'm grateful to you for what you've done. Arthur, I'm grateful to you for your support today. I will say this to you: If we win this election, as I know we are going to on the first Tuesday of November, we will sit down together and take this coalition of ours and we are going to make it work and work well for the people of this state.

I'm grateful to you. Thanks for your support. (Arising applause).

PRESIDENT OSBORN: Okay. It's a real pleasure for me now to present to you the next speaker, a person that's no stranger to we of labor here in Massa-

chusetts, who through his long service in the House of Representatives always had a near perfect labor record, we could always go to John Finnegan and say, John, this is big, we need your help, will you go out there and lead the way for us on this bill.

John Finnegan was always there. I want to tell you what happened last year in that State House where a chairman of the Ways and Means Committee, a chairmanship that John Finnegan held, a chairman of that committee took our Secretary of Labor bill and sent it from his committee not to the floor, but to a committee chaired by an announced and avowed enemy of the Massachusetts AFL-CIO, and that bill still is sitting there and they have tried to send it out three times and we got it stuffed back.

I can tell you that's a disgrace and that will never have happened if John Finnegan was still the chairman of Ways and Means for the Commonwealth of Massachusetts.

But John took on higher duties and with our support he was elected the auditor of the Commonwealth. And I say with our support he will stay there for as long as he wants because he paid his dues to labor. He supported us when we needed it and he's always been our friend, and I imagine he will always be our friend because he is John Finnegan and he's a family that has always been out there in our stead working for us.

He comes from that family, he's a leader of that family and a leader of our state. John Finnegan, will you come up here and bring a greeting to the trade unionists here today. (Applause)

STATE AUDITOR JOHN FINNEGAN: Thank you very much, Arthur. For a second there I almost felt bad that I left Ways and Means, concerning that bill. I must be awful lucky. I come up here this morning and follow Barney Frank, Ted Kennedy, Mike Dukakis. You got the little old auditor me.

Reminds me a little bit of the story of Patty Reilly, who used to live over in South Boston and worked up at the South Boston High School. And every day to go to work he would walk through the cemetery up there on his way to and from work and one particular stone the epitaph on it caught his eye.

Each day he would look at it and read it and wonder about it. Epitaph went like this. It said, "As I am now so shall ye be, are ye repaired to follow me?" That bothered Patty. Every day back and forth to work and he looked at it and knew there was something about it that bothered him, but he wasn't quite sure.

One day when he left South Boston High School, he took a piece of chalk and on his way back through the cemetery going home he crossed out the epitaph on the tombstone and wrote this, "To follow you I'm not content till I find out which way you went." (Laughter and applause)

And so I follow the great leaders of our party to speak to you and I consider it an honor to be invited and an honor to address you and have your attention.

You know, I grew up in Dorchester. I'm one of nine children. My father served in the House of Representatives back in the 1920s and in the state Senate, even though he was an immigrant, he was elected to both the House and Senate. He served there in the early 1930s. He was a Democrat and he was a labor partisan in the days when both of those words were less than savory on Beacon Hill.

And one of the things that he instilled in me and my mother did and into my brothers and sisters was that in America anybody who worked hard could get ahead. And he cited himself and many other immigrants that had come before him as typical examples of that.

So it was ingrained in us as indeed it's been ingrained in you, and in all of our ancestors, those of us who come from and subscribe to the Judeo-Christian ethic of work, that if we work and if we work hard, we will get ahead, we can be somebody, we can make something out of ourselves.

Isn't it tragic that in 1982, as Senator Kennedy outlined to you, that almost 10 percent, almost one out of every 10 people in this country that are able to and wish to and would like to are unable to work. Just imagine what that means to the sense of worth that each of us has about ourselves, innured in us for generations, is the fact that our worth as a person, our worth as a family member, our worth as a member of society, is directly and inextricably connected to a job.

And what happens to us as individuals and as family members and as bread winners and as members of society when we are not able to work? We see it all around us, rampant alcoholism, child abuse, broken homes, divorce. It's disgusting.

1982, if there's one thing that government ought to stand for, it's the proposition that everybody who wants to and is physically or mentally able to ought to be able to work. And one of the reasons that I took the state auditor's job, I know it's a very low visibility job, it doesn't have the glamor, it doesn't have the sex appeal to most people that the United States Senate does or perhaps Congress does or the Attorney General's office, but I took the job with my eyes open and I'll tell you why.

Because coming from six years in Ways and Means I had a very unique opportunity to assess the management capabilities of your state government and mine. As Arthur says, we worked together on a lot of legislation to help the working man and woman, and I was proud to help in that effort.

Now I'm proud to be able to help in another way because the people in our state have told us very clearly that we have to manage better. In effect they said get rid of the inefficiency, get rid of the waste, and get rid of the abuse in government.

It's a tough proposition, and they called it two and a half. I saw and I see and I work daily as your auditor in an effort to get rid of that waste and that inefficiency, because we are in a time of very limited resources.

Every week those of us who have a job have a portion of our check before we ever get it taken out of our pay check for state taxes. It irks me and bothers me no end to see those dollars of yours and mine wasted.

We in the auditor's office are working to rid government of waste and inefficiency so that the resources that we do have right now that are available to each and every one of us go where they are supposed to go, and each dollar that's wasted through inefficiency and out and out fraud and abuse we, and we are finding plenty of it in our vendor audits, each dollar that's wasted is a dollar less that's available for someone to get as part of a job, it's a dollar less that's available for much needed job retraining, it's a dollar less that's available to each of us as human beings in society who need to have the dignity and the self-respect either as individuals or as bread winners in the family or as members of the society or all three, it's a dollar less for self-esteem that we are able to have.

We need to work and in order to work we need to have a job. We are working in the auditor's office and hopefully will continue to do so after November 2 with your vote, and I publicly ask you for it now.

I agree wholeheartedly with what Mike Dukakis said, take nothing for granted. You'll never wake up the day after an election and say to yourself if I take nothing for granted. People say, oh, you've got it

made. No Democrat ever lost the office. Well, I won't be the first. We are working at it. And we intend to continue to work at it.

With your help we will rid this state of the inefficiency and waste that is there and we will translate those dollars and those opportunities into the jobs that we need and we will get rid of the red tape and the endless delays that hold up the projects that all of us want to see go forward so that we can in the final analysis do through government and for ourselves what government is supposed to do for us, and that is to give us a decent opportunity and a decent opening in life so that the old adage that if you work and work hard you'll get ahead will still have meaning for you and I and our children and grandchildren in the 1980s and 1990s and in the next century.

Thank you very much for your courtesy and attention. (Applause).

PRESIDENT OSBORN: Okay. We have one piece of business and go into recess for the morning. We had a resolution concerning the parade and parade chairman. Of course, we honored him last night. Put in by the building trades. We sent it late filed to committee. And it's something that's almost, we are doing the act over again, but I think it's the person involved is worthy.

(President Osborn read the resolution concerning Russell P. Campbell).

PRESIDENT OSBORN: Is that seconded? All those in favor say "aye." Opposed. It's a vote and so ordered. Stand up, Russ. (Applause)

We now stand in recess until this afternoon.

(Luncheon recess)

AFTERNOON SESSION

2:00 p.m.

PRESIDENT OSBORN: I now declare this final session of the 25th silver anniversary convention of the Massachusetts AFL-CIO, I now declare this session open.

We have a report from the Credentials, final report from the Credentials chairman, Ralph Arivella.

BROTHER ARIVELLA: Mr. Chairman, delegates to the 25th Annual Convention of the Massachusetts AFL-CIO, this is the final report of the Credentials Committee.

As of 10:00 a.m. on Friday, October 1, 1982, there were properly registered 736 delegates from 304 local unions and councils, representing 175,458 members.

Mr. Chairman, this committee recommends adoption of this report and so I move, Mr. Chairman.

PRESIDENT OSBORN: You've heard the report of the Credentials chairman. He's called for your concurrence of his report. What is your pleasure? Is it seconded? All those in favor say "aye." Those opposed. It's a vote and so ordered. Thank you very much. The committee will be discharged.

We now have two more late filed resolutions to handle and that will be the end of the resolutions. Chairman of the Resolutions committee, Jack Taylor.

BROTHER TAYLOR: Thank you, President Osborn. We have two late filed resolutions that were acted upon early this morning. One is regarding Patco, and I'll read it.

(Brother Taylor read the resolution on Patco).

BROTHER TAYLOR: Mr. Chairman, the Resolution Committee concurred with this resolution and we move, sir, that the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the resolution on Patco. You heard the recommendation of the Resolutions chairman. It's been seconded. All those

in favor say "aye." Opposed. It's a vote and so ordered.

BROTHER TAYLOR: Mr. Chairman, the last resolution acted upon by the Resolutions Committee, resolution in support of HR 7023 in the U.S. Congress affecting postal and federal employees.

(Brother Taylor read the resolution concerning HR Bill 7023).

BROTHER TAYLOR: Resolution Committee has concurred with this resolution and, Mr. Chairman, I move the action of the committee be the action of the body.

PRESIDENT OSBORN: You've heard the resolution affecting the federal employees. You've heard the recommendation of the Resolutions Committee chairman. What is your pleasure? Seconded. All those in favor of this Resolution say "aye." Those opposed. It's a vote and so ordered.

Turn this chair back over to the chairman and his final report.

BROTHER TAYLOR: Mr. Chairman, all resolutions both recorded and late filed, have been handled by the Resolutions Committee. I wish to thank the committee, as I did yesterday, and will repeat it again.

(Brother Taylor read the names of members of the Resolutions Committee).

BROTHER TAYLOR: Mr. Chairman, we have had many meetings, could not avail ourselves of the many hospitality rooms. I wish to thank the committee for their dedication during this convention. (Applause).

PRESIDENT OSBORN: Thank you, Mr. Chairman. You have done a job well done. I'd like a motion that the chair will be able to discharge the Resolutions Committee whereas their work has been completed. It's been moved and seconded. All those in favor say "aye." Opposed. It's a vote and so ordered.

I hope that delegate Joe Nigro and delegate George Holland and delegate Leo Monahan appreciate the fine picture of our AFL-CIO News over here. (Applause)

At this time it gives me great pleasure to call to the mike Eddie O'Neil, your new president of the new team, leading Union Label into the new future. As you know, Eddie O'Neil has only been the president for a few short months and already a lot of new things are happening in union label.

I think we will have a union label that we will all be bragging about at the next convention.

Eddie, will you come forward, please. (Applause).

BROTHER EDWARD O'NEIL: I know you. You're union people and damn proud of it. Right? (Applause) I don't want to keep you here all afternoon. I would hope you would go with me. First of all, I would like to introduce my top officers to you. I don't know where the son of a gun is, he's a musician, he's my right arm, Giro Cardinal, Secretary-Treasurer. Where are you, Jerry. (Applause)

My executive vice president, John O'Connor from IUE 201 in Lynn. (Applause) My recording secretary is Mike Tarallo from Laborers. Mike. (Applause)

Now we will try to move things along and get to our employer of the year award. This year we are presenting the award to Revere Sugar Corporation. This award is made annually to an organization that shows cooperation and understanding of locals that represent the employees on their property.

And to get into it a little further, first of all, I would like to introduce to you the president of P-400 UFCW, which represents the employees, people in Revere Sugar Corporation, Revere, that's getting the award, Ed Berkowitz. Would you please stand, Ed. (Applause)

And we have Joe McGonnigle the vice president of Local P-400 in Revere. Joe. (Applause) We then have the financial secretary, Pat Perlazza, from Local P-400. (Applause) Last but not least, because the name has a hell of a familiar ring to you, Frank Carpenter, recording secretary of P-400. (Applause)

Now, before I go any further because I would be remiss if I didn't do so, I wish to thank another person, the second one today, first of all, the first one, if you look at your tables you'll see one or two boxes of sugar out there, you know, we feel sorry for you people who sit here for three hours listening to us talk it out for nothing. Whether you want to fight the brother or sister next to you, that's your problem, who will take the sugar.

Next, I'd like to thank the Boston Musicians Union, 9535, for coming to show solidarity right down the line union wise giving their time to try to entertain you until we can reconvene here. And would the musicians please stand. (Applause)

Now, without further delay I'll get into the award presentation. As I said, it's being awarded to Revere Sugar Corporation and to accept it on behalf of Revere Sugar Corporation will be the Executive Vice President, George Mulford.

And without further delay, I'll turn the proceedings over to my Secretary-Treasurer, Giro Cardinal. (Applause)

BROTHER CARDINAL: Thank you, Mr. Chairman. I'll tell you, he's a good worker and a hard guy. He's right by the rule. I'd like to read this wonderful plaque, the employer of the year award. I know you can't see it. Massachusetts Union Label Service Trades Council, AFL-CIO, 17th annual award, presented to Revere Sugar Corporation, Massachusetts labor's employer of the year, for an outstanding example of a fine company carefully building excellent labor relationships, Revere Sugar Corporation has maintained honorable labor contracts with local P-400 of the UFCW, AFL-CIO, Charlestown, Massachusetts. The dedication and experience of its entire organization makes it one of the warmest and most progressive companies in the Commonwealth from labor's viewpoint. Revere Sugar Corporation has earned and continues to merit the recognition as labor's employer of the year 1982, gratefully awarded at our 28th Annual Convention at the Boston Park Plaza Hotel, Boston, Massachusetts, October 1, 1982, signed Giro J. Cardinal, secretary-treasurer, and Edward F. O'Neil, president. (Applause)

Brothers and sisters, the Revere Sugar Company has graciously given us, as you can see, quite a display, all the sugar that's out on the table. Ed said fight for it. I can only make a suggestion you go to the person who has the closest birthday to today. They also sent along four Revere bowls. These Revere bowls will be opened up right now. Please pay attention. What we are going to do is use your raffle tickets to raffle off these Revere bowls.

However, we want to assure you when the raffle is over your tickets will go back in so that you'll be able to win one of the other prizes here today. (Applause)

(There was a drawing for the Revere bowls. The Union Label Drawing was held)

(The convention was closed at four o'clock p.m.)

Vice President Nigro:

On behalf of the Constitution Committee, whose work is finished, I move that we accept the final report. Seconded. All those in favor, say "aye," those opposed. The motion carries, so ordered.

(The Convention was adjourned.)

